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CAUT ACPPU
# BULLETIN
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Canadian Association of University Teachers
Association canadienne des professeures et professeurs d'université

Harris/Decima Poll

# Fund PSE Even If It Means Tax Hikes

A NATIONWIDE poll revealed last month that almost six out of 10 Canadians said spending on post-secondary education should be increased even if it means paying higher taxes.

The semi-annual CAUT survey by Harris/Decima also found a majority of Canadians believe the quality of post-secondary education is suffering because of underfunding.

Canadians are also concerned governments aren't doing enough to ensure access, with nearly 50 per cent of respondents saying the most important thing governments can do for post-secondary education is to lower tuition fees.

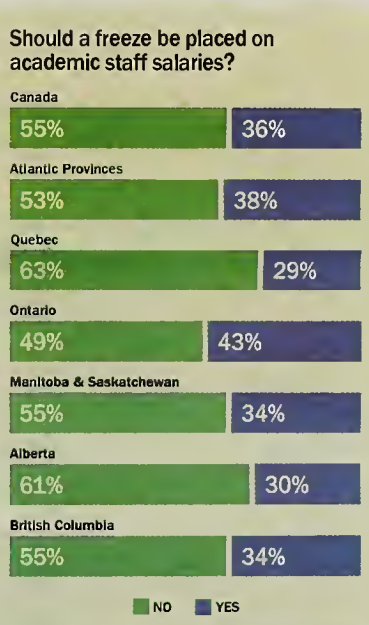
An equal number don't believe university and college teachers earn too much, with 55 per cent of those surveyed saying they were opposed to a freeze on academic staff compensation; the same number think freezing salaries would compromise the educational environment.

"As the poll demonstrated, Canadians are concerned about the quality of post-secondary education and want government to do more to improve access," said CAUT executive director James Turk.

"The majority also understand that imposing wage freezes on academic staff, as some provinces are trying to do, will just further erode quality," he added. ■

The Harris/Decima poll is based on a telephone survey of 2,000 randomly selected Canadian adults conducted between Nov. 11 and 21, 2010. The margin of error – which measures sampling variability – is ± 2.2 per cent, 19 times out of 20.

### By the Numbers




Sondage Harris-Décima

# Financer l'éducation postsecondaire même au prix d'une hausse d'impôt

SELON un sondage ACPPU/Harris-Décima mené à l'échelle nationale le mois dernier, près de six Canadiens sur dix estiment que les gouvernements devraient consacrer plus de fonds à l'éducation postsecondaire même s'il faut pour cela hausser les impôts.

Il ressort également de ce sondage semi-annuel qu'une majorité de Canadiens croient que la qualité de l'éducation postsecondaire souffre en conséquence du sous-financement.

D'autre part, les Canadiens déplorent le manque de volonté politique pour assurer l'accès aux études supérieures. Près de la moitié des répondants sont d'avis que, pour ce faire, les gouvernements devraient privilégier avant tout une baisse des frais de scolarité.

Une même proportion d'entre eux ne croient pas que les professeurs d'université et de collège sont trop payés; 55 % des personnes interrogées s'opposent à un gel des salaires du personnel académique et croient même qu'une telle mesure mettrait en péril l'environnement éducatif.

« Les résultats du sondage montrent bien à quel point les Canadiens s'inquiètent de la qualité de l'éducation postsecondaire et attendent des gouvernements qu'ils en facilitent l'accès », a commenté le directeur général de l'ACPPU, James Turk.

« La majorité comprend parfaitement que l'imposition d'un gel salarial, auquel certaines provinces tentent actuellement de recourir, ne fera que détériorer davantage la qualité de l'éducation », a-t-il ajouté. ■

Le sondage téléphonique a été réalisé du 11 au 21 novembre 2010 auprès d'un échantillon aléatoire de 2 000 adultes canadiens. La marge d'erreur est de ± 2,2 points de pourcentage, 19 fois sur 20.

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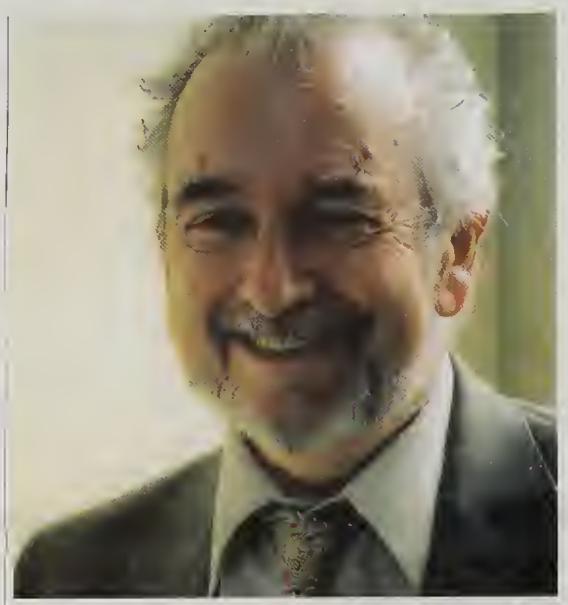
# COMMENT
# OPINIONS

## COMMENTARY

# Not Just How, but Why

Insight & independent thinking are truly vocational skills, argues Alan Ryan.



POPE Benedict XVI's visit to Britain to beatify John Henry Newman neatly coincided with the threat of a 75 per cent cut in government support for arts and humanities teaching. The Cardinal is only one or two miracles away from sainthood, but the thought that a prayer to the author of *The Idea of a University* might result in more intelligent government policy and Newman's final step to sainthood is hard to entertain. On the other hand, it's not clear what else can save us.

One difficulty is that the defenders of liberal education — essentially education aiming at producing enlightenment rather than the ability to fix computers, get clients off drink-driving charges or mend broken limbs — are never sure what terrain to fight the philistines on. Defending an education based on Matthew Arnold's "the best that has been thought and said in the world" against those who want more plumbers, those who believe against all the evidence that a focus on STEM (science, technology, engineering and mathematics) subjects will create a second Industrial Revolution, and those who just don't see the point of educating the lower orders in the first place is no easier now than when he wrote *Culture and Anarchy* almost 150 years ago.

There are three different arguments that most people defending the arts and humanities will run; they are not at odds with each other, but none is completely plausible, even when not vulnerable to the snort of disbelief that would greet anyone appealing to Newman's claim that the object of a university is to produce "gentlemen." Nor does it help the arts and humanities that the best arguments favour what the Americans call "the liberal arts and sciences" rather than the arts and humanities in particular.

The first line of defence is to deny the opposition between "vocational" and "non-vocational" education. Knowing a lot about Plato isn't as immediately useful as knowing a lot about cash flow if you want to run a leisure centre, but the person who knows a lot about Plato will be a very quick study; the Treasury was better at managing the country's affairs when its recruits had mostly read Classics than it is today. But when money is tight, it's hard to resist the thought that saving money on liberal education and spending it on directly vocational education is common sense.

The second line of defence is that liberal education is a bulwark of a democratic culture and essential to the creation of a democratic citizenry. This view has been defended with some passion by Martha Nussbaum in *Not for Profit: Why Democracy Needs the Humanities*. But it's not obvious that anything resembling liberal education is either necessary or sufficient to produce democratic citizens and a democratic culture. Many highly educated people have been profoundly anti-democratic; even if one effect of a passion for philosophy or literature is to make one wish that everyone could share that passion, it's not obvious that it leads in any particular political direction.

There is some evidence that more educated people are more tolerant than the less educated, but it is patchy. The trouble with anything difficult — whether philosophy or mountaineering — is that it swiftly sorts out the best from the merely competent and them in turn from the incompetent, while the essence of democracy is that citizens have a say because they are citizens, not because they are good at something. What sustains a democratic culture is hard to say, but it must include fellow-feeling for those with whom we share our political system, and the knowledge that unless our rulers answer to the rest of us, they will look after their own interests. Untutored good nature and common sense seem more likely to sustain democratic politics than any amount of education.

The third line of defence is that besides knowing how to make things and do things, we need to know why to make and do whatever it is. As Socrates observed, the doctor who could make a herbal decoction that would restore your health could also brew a poison that would put an end to you. Techniques can be used by the vicious as well as the virtuous. Liberal education allows us to reflect on the point of human existence, and to make wise decisions about what to do with our technical skills. You don't need to take a Luddite view of technological progress to think that our capacity for producing new things, whether physical (like cars and airplanes) or immaterial (like derivatives), is more impressive than our ability to obtain their benefits without suffering too many drawbacks.

Once again, it's not very plausible that we make a mess of things because we are short of moral insight. We usually make a mess of things because we do not know what the side-effects of what we do will be, or because we have built institutions that allow those who benefit from whatever it may be to dump the hazards on everyone else, or because we make irrational decisions for the reasons so elegantly explored over the past two decades by psychologists such as Daniel Kahneman. Few people believe that pollution is a good thing, or that bankruptcy and homelessness fall only on those who deserve what they suffer. Societies like that of the UK or the US display a high degree of consensus on moral values, but a lot less on the consequences of any particular policy.

Surprisingly, the best defence comes from Arnold himself, who expected the cultivated mind to allow a "stream of fresh and free thought" to enliven our stock opinions. That, if anything, ts the benefit both to individuals and society at large; and it suggests that humanities, social sciences, and physical sciences are all in the same boat — taught well, they liberate us; taught badly, they induce mental cramp. Whether our masters understand any of that, heaven only knows. ■

Alan Ryan is a visiting scholar in politics at Princeton University.

This article first appeared in the 14 October 2010 edition of Times Higher Education (www.timeshighereducation.co.uk). Reprinted with kind permission.

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## PRESIDENT'S COLUMN

# Digital Lock Provision Mars Copyright Bill

By PENNI STEWART

THE Conservative government's latest copyright bill is a vast improvement over its predecessors – but one part has seriously negative consequences for most Canadians. The Copyright Modernization Act (Bill C-32) raises important issues for academic staff, and we need to mobilize urgently.

At stake is the right to exchange information freely in the pursuit of knowledge. Having passed second reading, the bill has been sent to committee where amendments will be considered.

Copyright law should strike a fair balance between compensating creators for the use of their work and granting users reasonable access to the work of others. CAUT's view is that copyright law should: include broad user rights that ensure access to copyrighted works without the explicit permission of the creator, or the rights holder, when it is fair to do so; only criminalize activities that infringe copyright; only require that internet service providers forward notice of claims of infringement from rights holders to their subscribers (a "notice and notice" regime); and restrict monetary damages for infringement.

While not without issues, Bill C-32 is a useful reform. Most important for academic staff, the bill expands the categories of uses that can be considered "fair dealing" (the right to copy without explicit permission or payment) to include "education." While the Act currently includes "research" and "private study" as categories of fair dealing, the proposed expansion makes clear that any copying of works for educational purposes can qualify.

This will ensure academic staff have access to knowledge under very broad conditions. This makes sense in light of the wide range of circumstances, including teaching and research, in which we use copyright material on a daily basis. It is especially important given the likely difficulty and expense of gaining permission to copy in many circumstances.

While the expansion clarifies user rights in academic settings, it does not mean the end of compensation for creators and rights holders who will continue to be paid for their work through book sales and other forms of distribution. There is no reason to believe that the more than $1.5 billion that educators and students spend on copyrighted works will be affected by the bill.

In addition to the proposals on fair dealing, Bill C-32 contains other useful provisions. It reflects CAUT's position that there should be a notice and notice system for internet service providers liability for copyrighted material circulating on their networks. If a subscriber is alleged to be engaging in infringing activities online, the service provider is only responsible for forwarding notification from a copyright holder to the subscriber, rather than blocking access to the material as some copyright advocates are seeking.

The bill also limits the level of statutory damages for copyright infringement. Statutory damages do not reflect the actual damage done by an act of infringement, but are amounts spelled out in legislation. The bill proposes a maximum penalty of $5,000 for infringement considered to be noncommercial, a significant reduction from the $20,000 per infringement under the existing legislation.

But C-32 has a poison pill – unflinching protection for digital locks (technologies that can be embedded in digital works to prevent unauthorized copying and to track how the material has been used). While digital locks may deter piracy, they also prevent users from exercising their legal rights. For example, an academic staff member who has purchased an e-book could find that she is unable to copy a picture from the book to a power point slide to use in a lecture and is also unable to make a copy of the e-book to store on her computer.

The bill, with very few exceptions, does not allow users to tamper with digital locks and it prohibits the distribution or marketing of devices, such as software, that can be used to circumvent digital locks. If the digital lock measures are included in the final bill, they will seriously undermine the progress made for fair dealing as any time a digital lock is applied to a work, all user rights, including fair dealing, become moot.

While CAUT's stand for expanding fair dealing in Bill C-32 has broad support among allies such as the Canadian Federation of Students and the Canadian Library Association, the publishing industry and other groups are waging a lobbying and advertising campaign against various aspects of the bill. We don't have the deep pockets of publishers, and our ability to wage expensive public relations campaigns is limited.

But we cannot be indifferent to copyright reform. We must ensure our message is heard by our policy makers. It is important that academic staff associations take the lead in mobilizing and educating their members and the academic community at large. Perhaps now is the time to have a forum or sponsor a talk on the legislation. CAUT will also continue to advocate for academic staff interests in the bill.

At a minimum, I ask you to write to your member of parliament to get the message across that you care about copyright issues and support the proposed law, with the exception of the digital lock provision. ■

**TAKE ACTION!**
Tips for writing letters available at www.caut.ca/uploads/IP_Advisory4_en.pdf.

## LE MOT DE LA PRÉSIDENTE

# La pilule empoisonnée du projet de loi C-32

Par PENNI STEWART

LA dernière mouture du projet de loi conservateur sur le droit d'auteur constitue certes une avancée considérable sans précédent dans ce domaine, mais le projet dans sa forme actuelle renferme certaines dispositions qui engendreront des conséquences négatives graves pour un grand nombre de Canadiens. La *Loi sur la modernisation du droit d'auteur* (projet de loi C-32) soulève pour l'ensemble du personnel académique d'importantes questions autour desquelles nous devons nous mobiliser de toute urgence.

Il y va du droit d'échanger librement de l'information pour la recherche du savoir. Après avoir franchi la deuxième lecture à la Chambre, le projet de loi a été envoyé en comité où des amendements seront débattus.

La loi sur le droit d'auteur devrait assurer un juste équilibre qui permet à la fois d'indemniser les créateurs pour l'utilisation de leurs œuvres et d'accorder aux utilisateurs un accès raisonnable aux œuvres des autres. L'ACPPU est d'avis que cette loi devrait conférer aux utilisateurs un droit général d'accès aux œuvres protégées par le droit d'auteur sans avoir à obtenir l'autorisation explicite du créateur ou du titulaire de droit, lorsqu'il est équitable d'agir ainsi; elle devrait uniquement exiger des fournisseurs de services Internet (FSI) qu'ils transmettent à leurs abonnés un avis de violation présumée du droit d'auteur (le régime d'« avis et avis »), et elle devrait restreindre les dommages-intérêts en cas de violation.

Le projet de loi de réforme C-32, bien que présentant des lacunes, renferme des éléments utiles. Il apporte en effet une modification toute importante pour le personnel académique en étendant les catégories d'« utilisation équitable » (le droit de reproduire une œuvre sans obtenir l'autorisation explicite de son titulaire ni le dédommager) de sorte à inclure l'« éducation ». Si la loi actuelle autorise l'utilisation équitable à des fins de « recherche » et d'« étude privée », la notion élargie proposée permettrait clairement de reproduire du matériel à des fins éducatives.

Une telle amélioration assurerait au personnel académique un accès beaucoup plus large aux connaissances existantes, ce qui tombe sous la logique étant donné les circonstances très diverses, dont l'enseignement et la recherche, dans lesquelles nous utilisons au quotidien du matériel protégé par le droit d'auteur. Cet aspect est d'autant plus important au regard des difficultés susceptibles de survenir dans bien des cas pour obtenir la permission de reproduire le matériel, sans compter le coût qui en serait rattaché.

L'interprétation élargie de l'utilisation équitable clarifie les droits des utilisateurs dans les milieux académiques, mais cela ne veut pas dire que les créateurs et les titulaires de droits ne seront plus indemnisés, car ils continueront de bénéficier de la vente de leurs ouvrages et des autres supports de diffusion. Il n'y pas lieu de croire que le projet de loi aura une incidence sur les quelque 1,5 milliard de dollars que dépensent les enseignants et les étudiants pour l'acquisition d'œuvres protégées par le droit d'auteur.

En plus des propositions sur l'utilisation équitable, le projet de loi C-32 contient d'autres dispositions utiles. Il instaure, comme le préconise l'ACPPU, un régime d'« avis et avis » en vertu duquel la responsabilité des FSI à l'égard du matériel enfreignant le droit d'auteur qui circule sur leurs réseaux se limiterait à faire suivre à l'abonné concerné l'avis du titulaire alléguant la violation de son droit d'auteur. Les FSI ne seraient pas tenus de bloquer l'accès au matériel en cause comme le réclament certains défenseurs du droit d'auteur.

Le projet de loi restreint le recours aux dommages-intérêts accordés dans les cas de violation. Les dommages-intérêts ne reflètent pas le préjudice réellement subi, et pourtant leurs montants sont préétablis dans la loi. Le projet de loi propose d'abaisser à 5 000 $ le plafond des dommages-intérêts imposés pour les infractions commises à des fins non commerciales, une réduction considérable par rapport au seuil de 20 000 $ prévu dans la loi actuelle.

Mais le projet de loi C-32 contient une pilule empoisonnée : la protection incontournable des serrures numériques (des mesures techniques intégrées aux œuvres numériques pour empêcher leur reproduction non autorisée et surveiller l'usage qui en est fait). Bien que les serrures numériques puissent contribuer à enrayer les tentatives de piratage, elles empêchent également les utilisateurs d'exercer leurs droits légaux. Par exemple, après avoir acheté un livre numérique, un professeur ne pourrait ni reproduire une image du livre sur une diapositive d'une présentation PowerPoint qu'il entend projeter devant ses étudiants, ni faire une copie du livre sur son ordinateur.

Le projet de loi ne permet pas aux utilisateurs, sauf dans quelques rares exceptions, de contourner les serrures numériques, et il interdit la distribution, la production ou la vente de tous les dispositifs, tels des logiciels, conçus pour déverrouiller les serrures numériques. Si ces dispositions devaient être conservées dans la version finale du projet de loi, elles porteraient sérieusement atteinte aux progrès accomplis en matière d'utilisation équitable, car chaque fois qu'une serrure numérique est installée sur une œuvre, tous les droits des utilisateurs, y compris le droit à l'utilisation quitable, n'ont plus leur raison d'être.

Bien que la position de l'ACPPU en faveur d'une conception élargie de l'utilisation équitable recueille un vaste appui de la part d'organismes alliés, dont la Fédération canadienne des étudiantes et étudiants et l'Association canadienne des bibliothèques, il demeure que l'industrie de l'édition et d'autres groupes continuent de mener leur campagne de lobbying et de publicité pour dénoncer divers aspects du projet de loi. Malheureusement, nous n'avons ni les moyens financiers des maisons d'édition, ni la

Voir LA PILULE à la page A6 ➔

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# Students Rally for Right to Education

STUDENT leaders from across the country rallied on Parliament Hill Nov. 25 to unveil an 85,000-signature petition calling for more federal investment in higher education, as part of their Education is a Right campaign.

The Canadian Federation of Students organized both the rally and the drive for petition signatures against high tuition fees and student debt, to emphasize every student's right to an affordable and accessible post-secondary education.

Student debt surpassed $15 billion in September 2010, according to a report released by Statistics Canada, while tuition fees have increased fourfold since 1990.

"Families are paying more for education than any other generation in Canadian history," said CFS national chair David Molenhuis, in addressing the crowd of several hundred students and their supporters. "A lack of leadership at the federal level is pushing Canadians into billions of dollars of student debt, not just bankrupting a generation, but undermining Canada's long-term economic success as well."

The CFS campaign calls for a reduction in student debt by shifting education-related saving schemes, such as the Registered Education Savings Plan, and federal and provincial tax credits into up-front student grants.

"The only way to reduce debt and increase accessibility for students is for the federal and provincial governments to significantly reinvest in post-secondary education," said CAUT executive director James Turk, who joined the rally along with NDP leader Jack Layton and Liberal MP Justin Trudeau. "While the federal government says it has to limit increases for education and other social priorities in a deficit situation, it is spending more than $35 billion on the war in Afghanistan and the purchase of fighter jets."

Hundreds of students (top) were on Parliament Hill Nov. 25 at a rally over the high costs of higher education. James Turk, CAUT's executive director, told the crowd (bottom left) that post-secondary education has been underfunded at the federal & provincial level for almost two decades. Student leaders arranged for the delivery of boxes (bottom right) containing 85,000 signatures from concerned individuals across the country.

CAUT has called for a federal increase of $410 million to restore post-secondary education funding to 1992 levels, adjusted for inflation and population growth.

The CFS campaign also voices support for a national post-secondary education act that would establish guidelines for funds transferred to the provinces and ensure accountability and create national standards for the quality and accessibility of Canada's universities and colleges in a federal legislative package similar to the Canada Health Act. ■

# C.-B. : revue du processus d'examen des médicaments

LE gouvernement de la Colombie-Britannique donnera aux compagnies pharmaceutiques davantage de pouvoir dans le dossier des médicaments assurés en leur communiquant d'avance des renseignements confidentiels. Selon un groupe de défense des soins de santé, « c'est comme si la province venait de confier la gestion du crime de rue à des bandes de motards ».

Dans un communiqué du 30 septembre conviant les parties prenantes à une réunion à huis clos qui s'est tenue à Vancouver le mois dernier, le sous ministre de la Santé de la Colombie-Britannique, John Dyble, a promis « une mobilisation accrue des commanditaires », les fabricants de médicaments étant désormais appelés à intervenir à quatre moments différents dans un « processus d'examen amélioré » qui vise à déterminer quels produits figureront sur le formulaire du régime d'assurance-médicaments de cette province.

Toujours d'après ce communiqué, l'industrie pharmaceutique pourra « intervenir avant et après la recommandation faite par la commission de l'assurance-médicaments ainsi qu'avant et après la décision prise sur les médicaments en cause par le ministère de la Santé ».

On y apprend par ailleurs que le gouvernement compte mettre en œuvre des recommandations formulées par un groupe de travail contrôlé par des représentants de l'industrie et mis sur pied par celle-ci il y deux ans.

« Essentiellement, ce que fait le gouvernement, c'est dire à l'industrie qu'il procède bel et bien, comme elle le désire, au démantèlement d'un régime d'assurance-médicaments qui pourrait servir de modèle pour le reste du pays », a expliqué Michael McBane, coordonnateur national de la Coalition canadienne de la santé. « Ce que ce gouvernement ne dit pas, c'est que les changements qu'il compte apporter au programme d'évaluation des médicaments met des vies en danger et ajoutera des millions de dollars à l'enveloppe provinciale pour les médicaments. »

Le groupe de travail en question veut que la Therapeutics Initiative (TI), un groupe de chercheurs indépendants à l'Université de la Colombie-Britannique qui évalue des médicaments en fonction de données probantes pour le gouvernement de cette province depuis 1994, n'ait plus voix au chapitre lorsqu'il s'agit d'approuver des médicaments.

Pourtant, l'équipe de la TI s'est attirée des éloges ici et à l'étranger pour avoir su promouvoir chez les médecins une culture de données probantes plutôt qu'une « culture du marketing », selon les mots de M. McBane, culture devenue monnaie courante ailleurs au Canada.

« Grâce au travail de ces chercheurs, en Colombie-Britannique, le coût moyen des médicaments sur ordonnance par personne est inférieur de 27,7 % à celui que doit assumer la population dans le reste du pays; les résidents de la province jouissent aussi des meilleurs choix qui soient en matière de soins et ont le meilleur bilan de santé au pays », a précisé M. McBane.

Les défenseurs de la TI font valoir que celle-ci a aussi permis de sauver des vies en alertant la population des dangers éventuels de certains médicaments, comme l'anti-inflammatoire Vioxx. Les restrictions appliquées à son utilisation par suite des recommandations de la TI auraient permis de sauver environ 500 vies dans la province.

L'ACPPU travaille en étroite collaboration avec la TI dans le but d'assurer sa survie.

« Tant le gouvernement que l'Université de la Colombie-Britannique devraient protéger ces chercheurs et s'ingénier à donner plus d'envergure à leurs travaux, et non à les corseter », a déclaré le directeur général de l'ACPPU, James Turk.

Il a indiqué qu'une délégation formée de représentants de l'association du personnel académique de l'UBC et de l'ACPPU avait récemment rencontré le recteur de l'UBC, Stephen Toope, « pour l'inciter à défendre la TI et à trouver d'autres moyens d'aider ce groupe de chercheurs à poursuivre son travail public et académique inestimable ». ■

English on page A7.

# Les étudiants se mobilisent pour le droit à l'éducation

DANS le cadre de la campagne « L'éducation est un droit », les leaders étudiants de partout au pays se sont rassemblés sur la Colline du Parlement le 25 novembre pour livrer une pétition, forte de 85 000 signatures, appelant le gouvernement fédéral à majorer le financement de l'éducation supérieure.

La Fédération canadienne des étudiantes et étudiants (FCEE) a organisé le rassemblement et la campagne de pétition contre les droits de scolarité élevés et la dette étudiante dans le but de revendiquer le droit de tous les étudiants à une éducation postsecondaire abordable et accessible.

Selon un rapport de Statistique Canada, la dette étudiante a dépassé les 15 milliards de dollars en septembre 2010, et les frais de scolarité ont quadruplé depuis 1990.

« Aujourd'hui, les familles paient plus pour l'éducation que toute autre génération dans l'histoire du Canada », a déclaré le président national de la FCEE, David Molenhuis, devant une foule de plusieurs centaines d'étudiants et de militants solidaires de leur cause. « Le manque de leadership du gouvernement fédéral à ce sujet fait que des Canadiens croulent sous une dette étudiante de milliards de dollars. Mettre toute une génération en faillite, c'est menacer le succès économique à *long terme* du Canada »

*La campagne de la FCEE* appelle les gouvernements à réduire la dette étudiante en transformant en bourses d'études immédiates les régimes d'épargne-études et les crédits d'impôt fédéraux et provinciaux liés à l'éducation.

Pour le directeur général de l'ACPPU, James Turk, qui a pris part au rassemblement avec le chef du NPD Jack Layton et le député libéral Justin Trudeau, « il n'y a qu'une seule façon de réduire la dette et de faciliter l'accès aux études supérieures : les gouvernements fédéral et provinciaux doivent recommencer à investir massivement dans l'éducation postsecondaire. » Et de s'interroger : « Comment le gouvernement fédéral peut-il invoquer la situation déficitaire pour limiter l'augmentation des crédits affectés à l'éducation et aux autres priorités sociales, alors qu'il consacre plus de 35 milliards de dollars au maintien des troupes canadiennes en Afghanistan et à l'achat de chasseurs à réaction? »

L'ACPPU a indiqué au gouvernement fédéral qu'il était impérieux d'injecter 410 millions de dollars supplémentaires dans l'éducation postsecondaire de sorte à rétablir le financement aux niveaux où il était en 1992, en chiffres corrigés de l'inflation et de la croissance démographique.

Par sa campagne, la FCEE vise également à affirmer son appui à l'adoption d'une loi fédérale sur l'enseignement postsecondaire qui régirait le transfert des fonds aux provinces, assurerait la responsabilisation et créerait des normes nationales de qualité et d'accessibilité pour les universités et les collèges dans un ensemble de mesures législatives semblable à la *Loi canadienne sur la santé*. ■

# NEWS ACTUALITÉS

## New Chair for Women's Committee

LISA Sharp, a University of New Brunswick biology professor serving on CAUT's women's committee, has been elected as chair of the committee for the remainder of the term of Paddy Musson, who resigned from the position last month. ■

Lisa Sharp

## Nouvelle présidente du Comité des femmes

LISA Sharp, professeure de biologie à l'Université du Nouveau-Brunswick et membre du Comité des femmes de l'ACPPU, a été élue à la présidence du comité jusqu'à la fin du mandat prévu pour Paddy Musson, qui a présenté sa démission du poste le mois dernier. ■

## La pilule empoisonnée du projet de loi C-32

→ Suite de la PAGE A3

capacité de lancer des campagnes de relations publiques coûteuses et de grande envergure.

Quoi qu'il en soit, nous ne pouvons pas être indifférents à la réforme du droit d'auteur. Nous devons faire en sorte que notre message soit entendu par nos responsables politiques. Il est crucial que les associations de personnel académique montrent la voie en mobilisant et en informant leurs membres et le milieu académique en général. Il y a peut-être lieu maintenant d'organiser un forum ou de tenir des discussions sur le projet de loi. L'ACPPU continuera de son côté à défendre les intérêts du personnel académique à ce chapitre.

À tout le moins, je vous invite à écrire aux députés de vos circonscriptions pour leur faire savoir que le droit d'auteur est une question importante pour vous et que vous appuyez le projet de loi, à l'exception des dispositions qui touchent les serrures numériques. ■

**SUR LE NET**
Vous trouverez des conseils utiles pour la rédaction de lettres aux dirigeants politiques à l'adresse www.caut.ca/uploads/IP_Advisory4_fr.pdf.

# Settlement Ends Reynolds Case

DR. Larry Reynolds has been restored as professor of medicine at the University of Manitoba and the Winnipeg Regional Health Authority, with joint appointments in family medicine and obstetrics, gynecology and reproductive sciences.

In response, CAUT dropped its plans to censure the two institutions at its November Council meeting.

"We're delighted Dr. Reynolds has reached a settlement with the university and the regional health authority that satisfied our concerns," said CAUT executive director James Turk. "The settlement terms are confidential."

CAUT had alleged the university and the WRHA fired Reynolds from his position as a tenured professor of family medicine two years ago without just cause or due process.

CAUT had earlier set up an ad hoc investigatory committee after Reynolds' five-year term as head of family medicine was not renewed, but the focus shifted when the faculty of medicine dropped Reynolds entirely.

The committee, made up of Robert Miller, head of family medicine at Memorial University of Newfoundland, Ernest Redekop, professor emeritus of English at the University of Western Ontario, and chaired by Colin Stuttard, professor emeritus of microbiology and immunology at Dalhousie University, found that Reynolds had been inappropriately removed from his position. The committee report, released in November 2009, further recommended that Reynolds should be reinstated.

When resolution was delayed, CAUT Council voted in April 2010 to impose censure if Reynolds' situation hadn't been addressed by November.

"While it took a long time, we're glad that CAUT has been able to assist the parties in securing a satisfactory end to this difficult case," Turk said. ■

Version française à la page A8.

# Supreme Court Denies UBCFA Appeal Request

CANADA's highest court has denied the University of British Columbia Faculty Association's application, supported by CAUT, for leave to appeal a B.C. Court of Appeal decision that upheld an arbitrator's ruling that he did not have jurisdiction over a grievance that senate policy on student evaluation of teaching violated the collective agreement.

"As is usual, the Supreme Court didn't give a reason for its decision, nor is there any way to know the reason," said CAUT executive director James Turk. "The action is not an endorsement of the B.C. Court of Appeal decision, but simply the Supreme Court saying it was not prepared to review it at this time."

In April 2010, the B.C. Court of Appeal upheld arbitrator David McPhillips' 2008 ruling that the University Act granted authority over governance of academic matters to the senate, which the board of governors could not limit in any collective agreement it negotiated.

"In effect, this is saying there is no university, just two separate entities — the senate and the board," Turk said. "It ignores the B.C. Labour Relations Code that only recognizes two parties — the union and the employer, not parts of an employer."

The UBC Faculty Association had argued the university is obligated to respect the terms of the agreement, and an arbitrator appointed under the labour code must have authority to consider whether an irreconcilable conflict exists between the terms of a collective agreement and a senate (or any other university) policy and if so, declare the terms of the policy inoperable for those covered by the collective agreement.

CAUT has encouraged academic staff associations to continue bargaining as usual on all matters that affect the terms and conditions of employment of their members.

"Should an employer refuse to bargain on any matter, we will encourage and support active mobilization of members as well as pursuing other options provided by law, including filing complaints of bad faith bargaining and refusal to bargain," Turk said. ■

# La Cour suprême refuse d'entendre l'appel de l'UBCFA

LE plus haut tribunal du Canada a rejeté la demande d'autorisation présentée par l'association du personnel académique de l'Université de la Colombie-Britannique (UBCFA), et appuyée par l'ACPPU, pour porter en appel la décision de la Cour d'appel provinciale qui avait confirmé la décision d'un arbitre selon laquelle ce dernier n'avait pas compétence pour déterminer si la politique du sénat de l'université relative à l'évaluation de l'enseignement par les étudiants contrevenait à la convention collective.

« Comme à l'habitude, la Cour suprême n'a pas expliqué sa décision, et il demeure impossible d'en connaître les motifs », a indiqué le directeur général de l'ACPPU, James Turk. « Par son refus d'entendre l'appel, la Cour suprême n'entérine pas la décision de la Cour d'appel de la Colombie-Britannique; elle fait simplement savoir qu'elle n'était pas disposée à ce moment-là à se prononcer sur la question. »

Dans un jugement rendu en avril 2010, la Cour d'appel a confirmé la décision de 2008 de l'arbitre David McPhillips statuant que le sénat jouissait de pouvoirs sur la gouvernance de l'établissement en vertu de la loi provinciale sur les universités (*University Act*), pouvoirs que le conseil d'administration ne pouvait limiter lorsqu'il négociait une convention collective.

« En substance, cela veut dire que l'université en tant qu'instance dirigeante unique n'existe pas, mais qu'elle est composée de deux entités distinctes : le sénat et le conseil », a déclaré M. Turk. « C'est ainsi faire abstraction du code provincial du travail qui ne reconnaît que deux parties : le syndicat et l'employeur, non pas des entités d'un employeur. »

À la base de son argumentation, l'UBCFA faisait valoir que l'université est tenue de respecter les dispositions de la convention collective et qu'un arbitre désigné en vertu du code du travail doit être habilité à déterminer s'il existe un conflit insurmontable entre les dispositions d'une convention et celles d'une politique du sénat (ou de toute autre politique de l'université), et, le cas échéant, à déclarer les dispositions de la politique inapplicables aux personnes visées par la convention collective.

L'ACPPU invite les associations de personnel académique à continuer de négocier toutes les conditions de travail comme à l'accoutumée.

« Si un employeur refusait de négocier sur une quelconque question, nous encouragerions et soutiendrions la mobilisation active des membres concernés et nous envisagerions de recourir à d'autres mesures autorisées par la loi, dont l'introduction de plaintes pour négociation de mauvaise foi et refus de négocier », a signalé M. Turk. ■

# From 'Radical Extremism' to 'Balanced Copyright'

→ From PAGE A9

Board for a tariff. Effectively, a copyright collective can summon universities and colleges to the Copyright Board, an organization Wilkinson rightly characterizes as a "quasi-judicial tribunal" and that the Federal Court of Appeal has said is mandated to "regulate the balance of market power between copyright owners and users."

However, as she notes, in Canada, unlike Europe, collectives are far from the same as copyright owners, for "the collectives do not represent those rights-holders who choose not to join them," or, one might add, those who don't even know they exist.

Irrespective of Wilkinson's conjectures, Canadian copyright law will continue to matter to individual researchers, teachers and students at Canada's universities and colleges. For instance, the current version of Bill C-32 would require educational institutions to monitor and control digital teaching materials and destroy them 30 days after students receive their grades.

Moreover, Access Copyright's current proposal to the Copyright Board goes even further, requiring access to universities' computer systems to monitor teaching materials — so much for academic freedom and librarians' confidentiality — and calls for an across-the-board tariff that would annually, and in perpetuity, suck at least $60 million from the post-secondary sector for such putative "rights" as linking to an online source or digitally scanning a printed article.

To be sure, one might dismiss such a sum as merely a source of worry for those who pay us. However, the $60 million would have to come from somewhere — e.g., taxes, student fees or faculty complement — and if the latter, this sum would amount to the yearly salaries of approximately 600 of our colleagues. ■

Jay Rahn is professor of music at York University and chairs the copyright committee of the Canadian Federation for the Humanities and Social Sciences.

# BC Revamps Drug Review Process

## Government hands pharmaceutical industry more control in decision-making.

IN a move that a health care advocacy group says is like "putting biker gangs in charge of street crime," British Columbia is handing pharmaceutical companies more control over drug coverage decisions by giving them advanced inside information.

A Sept. 30 memo from B.C. Deputy Health Minister John Dyble to "stakeholders" invited to a closed-door meeting last month promised "increased sponsor engagement" giving drugmakers four separate "engagement points" in the "enhanced review process" that determines which products are included in the province's PharmaCare formulary.

Industry, according to the memo, will now have "an opportunity to comment both pre-and-post Drug Benefit Council recommendation and pre-and-post Ministry decision."

The memo also outlines other ways the government is implementing recommendations stemming from an industry dominated Pharmaceutical Task Force it set up two years ago.

"The government is essentially reporting to industry that they are obediently dismantling what should be a model for pharmacare in the rest of Canada," says Michael McBane of the Canadian Health Coalition. "What they're not saying is that the changes to B.C.'s drug review program are putting lives at risk and will add millions of dollars to the province's drug bill."

The Task Force wants to erode any role in the drug approval process for the Therapeutics Initiative, an independent group of researchers at the University of British Columbia that has been conducting evidence-based drug reviews for the B.C. government since 1994.

The TI team is much lauded in Canada and internationally for fostering a culture of evidence-based medicine among physicians, instead of a culture of what McBane calls a culture of "marketing-based medicine" rampant in the rest of Canada.

"Because of the work of those researchers, B.C. citizens pay on average 27 per cent less on prescription drugs per capita than in the rest of Canada, and benefit from the best therapeutic choices available and enjoy the best health outcomes in the country," he said.

Supporters of the UBC-based TI say it has also been instrumental in saving lives by warning of the potential dangers of medications such as the anti-inflammatory drug Vioxx. The restrictions placed on its use following recommendations from the organization are estimated to have saved around 500 lives in the province.

CAUT has been working closely with the TI to try to protect its future.

"Both the government and UBC should be protecting these researchers and working together to find ways to expand their role, not limit it," said CAUT executive director James Turk.

He said a delegation of the UBC Faculty Association and CAUT recently met with the president of UBC, Stephen Toope, "urging him to stand up for the Therapeutics Initiative and to help ensure the group can continue its valuable academic and public work." ■

Version française à la page A5.

# Student Union Fees Freed at Carleton

CARLETON University's Board of Governors will no longer withhold membership fees from student unions on campus, according to an agreement reached last month.

In a joint statement issued Nov. 29, the university, the Carleton University Students' Association, and the Graduate Students' Association said an agreement had been reached that ensures responsible financial management as well as the independence of the two student groups to direct their funds as their members decide.

The agreement settles a long-standing dispute between the administration and the student associations that attracted national attention. Last fall, the university administration sought new fee agreements with the student unions, including the ability to curtail union expenditures deemed "unreasonable and unnecessary" by the administration. The unions attempted to negotiate mutually agreeable terms that protected the right of their members to decide democratically how to allocate funds. In response, the administration announced it would stop handing over student association fees on Dec. 31, 2010. The fees collected on behalf of the two unions represent their sole source of revenue.

On Nov. 10, CUSA and GSA filed a court application asking that the Carleton administration be held to its existing contract with the student associations. CAUT joined with the Canadian Federation of Students to press for Carleton's administrators to change their position. The services financed by students fees include almost 200 clubs and societies, service centres for marginalized and underrepresented student populations, an emergency food bank for the campus community, a health plan and financial assistance programs.

CAUT Council delegates in front of the partially-demolished student pub at Carleton University on April 30, 2005.

Throughout the dispute, the Carleton administration maintained its action was motivated by the need for financial accountability. CUSA and GSA have since published their audited financial statements in the campus newspaper for all to see.

"At its core, the issue was about maintaining the independence of the student unions," said GSA president Kimalee Phillip. "We were successful in ensuring the democratic will of our membership determines our actions. If we allowed the university administration to control our finances, we would be giving up our ability to effectively advocate for students."

This is not the first time CAUT has intervened on behalf of the two student associations. In early 2005, the Carleton administration unilaterally evicted the student groups from meeting spaces on the campus that it wanted to appropriate, and arrested student association officials who occupied the spaces while a court injunction was being heard. It was also revealed at the time that Carleton's president acted to stop students from presenting a compromise proposal to the university's board.

At its April 2005 Council meeting, CAUT passed a motion of solidarity in support of the Carleton student associations, and donated $5,000 to the legal campaign aimed at preventing the eviction. CAUT also arranged for buses so that Council delegates could eat lunch with student leaders in their partially-demolished pub. ■

# Mount Allison Talks on Hold, Conciliation Board Appointed

THE Mount Allison Faculty Association and university administration are to begin hearings before a conciliation board, the province of New Brunswick has announced.

The Nov. 4 decision by Post-Secondary Education, Training and Labour Minister Martine Coulombe came after the two sides had already met more than 50 times in face-to-face negotiation, and two months of conciliation with provincial civil servants produced no agreement.

MAFA president Richard Hudson calls the appointment of the board a "waste of time and money," and questions the ability of a three-person panel to get up-to-speed on the complex issues separating the parties, and produce a report by Jan. 31, the deadline imposed by Minister Coulombe.

"This will only cause a lot of time to be wasted. We're concerned the deadline won't be respected," Hudson said. Any recommendations contained in the report will not bind the parties.

Hudson's concern follows on the province's announcement Feb. 18 to also appoint a conciliation board in negotiations between 600 regular University of New Brunswick academic staff and their employer.

No report has been filed in that case, and the parties remain without an agreement. However, Association of University of New Brunswick Teachers president David Bell says that, unlike Mount Allison, the report's recommendations will be binding because both sides have agreed to abide by the terms.

"The only issues remaining are financial," Bell said.

New Brunswick is the only province in Canada to appoint conciliation boards in instances of failed collective bargaining discussions, an option granted under the province's Industrial Relations Act.

MAFA represents 135 regular and 40 contract academic staff at the Sackville university, where enrolment this fall is at an all-time high of 2,500 students.

"Things are good at Mount Allison for the administration," Hudson said, but noted that burgeoning student numbers have put a strain on the faculty, whose numbers haven't increased accordingly.

The imposition of the conciliation board into talks between the parties merely gives the administration more time to avoid settling, he charged.

"If we were allowed to get down to hard bargaining and the university could accept they have to pay market wages, we'd be able to reach a deal."

Negotiations began last May, with the collective agreement expiring on June 30.

Matt Jones, a spokesperson for the department of Post-Secondary Education, Training and Labour, confirmed the Mount Allison panel members as chair James Oakley, a labour lawyer based in St. John's; Eric Durnford Q.C., a lawyer with Ritch Durnford in Halifax; and Chris Ferns, an English professor at Mount Saint Vincent University.

Hudson said the parties haven't yet met with the panel, but tentative dates are set. ■

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## CAUT Executive Committee
## Comité de direction de l'ACPPU

CAUT is seeking nominations to fill executive committee vacancies that will be open in 2011. L'ACPPU sollicite des candidatures aux postes à combler au sein du comité de direction en 2011.

**Positions Available**
- » President
- » Vice-President
- » Members-at-Large (2)
- » Member-at-Large, Aboriginal Academic Staff
- » Member-at-Large, Francophones
- » Chair, Academic Freedom & Tenure Committte
- » Chair, Contract Academic Staff Committee
- » Co-Chairs (2), Diversity Council

**Postes ouverts**
- » Président/Présidente
- » Vice-président/Vice-présidente
- » Membres ordinaires (2)
- » Membre ordinaire représentant le personnel académique autochtone
- » Membre ordinaire représentant les francophones
- » Président/Présidente, Comité de la liberté académique et de la permanence de l'emploi
- » Président/Présidente, Comité du personnel académique contractuel
- » Coprésident(e)s (2), Conseil de la diversité

**Deadline: 1 March 2011** **Date limite : 1er mars 2011**

COMMITTEE VACANCIES \\ POSTES À COMBLER

## CAUT Standing Committees
## Comités permanents de l'ACPPU

CAUT is seeking potential members for its 3 standing committees of Council. L'ACPPU est à la recherche de membres qui pourraient occuper des postes au sein des trois comités permanents du Conseil.

**Positions Available**
- » Academic Freedom & Tenure Committee (3 or 4, dependent on whether a serving member is elected chair)
- » Collective Bargaining & Economic Benefits Committee (3)
- » Librarians Committee (3)

**Postes ouverts**
- » Comité de la liberté académique et de la permanence de l'emploi (3 ou 4, selon qu'un membre siégeant au comité est élu à la présidence)
- » Comité de la négociation collective et des avantages économiques (3)
- » Comité des bibliothécaires (3)

**Deadline: 1 February 2011** **Date limite : 1er février 2011**

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**Canadian Association of University Teachers**
**Association canadienne des professeures et professeurs d'université**

# NEWS ACTUALITÉS

# Arbitrator Rules against Lakehead over Shutdown

An arbitrator has found that Lakehead University violated its collective agreement by shutting down the university for four days in December 2009 and reducing the pay of faculty as a result.

"Having carefully considered [the provisions of the agreement] and the submissions of the parties, I find that by instituting a shutdown, it was not open to the university to unilaterally reduce the annual salary of faculty members by four days," Jane Devlin wrote Nov. 23 in her decision.

Glenna Knutson, president of the Lakehead University Faculty Association, thanked the many academic staff associations across Canada, CAUT and the Ontario Confederation of University Faculty Associations for their solidarity and messages of support in the wake of the university's action.

A statement released by LUFA said the decision "confirms the association's assertion that the action taken by the university was a violation of the collective agreement between the association and the board of governors."

PHOTO: SCOTT PEMO/BULLETIN ARCHIVES

Lakehead University's administration came under attack last year over imposed furlough days.

CAUT president Penni Stewart applauded the arbitration ruling.

"Our colleagues at Lakehead won an important victory," she said. "Hopefully other employers will learn that they cannot unilaterally cut pay and that they must respect the collective agreements they have signed." ■

RELATED ARTICLE
CAUT *Bulletin* January 2010, "Lakehead: Protest over University Closure"

# Réintégration du Dr Reynolds : retrait de la menace de blâme

Le Dr Larry Reynolds a été réintégré dans ses fonctions de professeur de médecine aux départements de médecine familiale et obstétrique, gynécologie et sciences de la reproduction à l'Université du Manitoba et à l'Office régional de la santé de Winnipeg (ORSW).

À la suite de cette décision, l'ACPPU a mis fin à la procédure de blâme contre les deux établissements lors de l'assemblée du Conseil de novembre.

« Nous sommes très heureux que le Dr Reynolds ait pu conclure avec l'université et l'office régional de santé un règlement qui répond à nos exigences », a déclaré le directeur général de l'ACPPU, James Turk. « Les modalités de l'entente demeurent confidentielles. »

L'ACPPU avait fait valoir que l'université et l'ORSW avaient démis le docteur de son poste de professeur titulaire de médecine familiale il y deux ans sans motif valable et sans procédure équitable.

L'ACPPU avait instauré un comité d'enquête spécial après la décision prise de ne pas reconduire le Dr Reynolds dans son mandat de cinq ans à la direction du département de médecine familiale. La situation devait toutefois prendre une tournure différente lorsque la faculté de médecine a carrément renvoyé le docteur.

Dans son rapport d'enquête publié en novembre 2009, le comité spécial, présidé par Colin Stuttard, professeur émérite de microbiologie et d'immunologie à l'Université Dalhousie, et composé également par Robert Miller, chaire du département de médecine de famille à l'Université Memorial, et par Ernest Redekop, professeur émérite d'anglais à l'Université de Western Ontario, avait conclu au congédiement indu du Dr Reynolds et recommandé que ce dernier soit réintégré dans ses fonctions.

Constatant qu'aucune solution acceptable n'était visible à l'horizon, le Conseil de l'ACPPU avait décidé en avril 2010 qu'une sanction de blâme serait imposée aux deux établissements si la situation n'était pas réglée avant la fin de novembre.

« Même s'il aura fallu attendre longtemps, nous nous réjouissons que l'ACPPU ait pu aider les parties à trouver une issue satisfaisante à une situation difficile », a conclu M. Turk. ■

English on page A6.

# Hard Reception for Real Estate U.

The Prince Edward Island government is threatening to introduce legislative changes that would allow for new degree-granting arrangements on the Island, unless the University of Prince Edward Island agrees to partner with a millionaire developer for a program in real estate studies.

Businessman Richard Homburg made a pitch for a private university to Premier Robert Ghiz last month that would require changes to the University Act after having been rebuffed by UPEI – the sole university in the province.

David Seeler, president of the UPEI Faculty Association, said he considers the government's action as interference in the affairs of an autonomous institution. "The university made a decision not to enter into a partnership, and now the government is applying inappropriate pressure to reconsider that decision," he said.

He said given the experience of other provinces with for-profit, online universities, any decision about these schools should not be taken lightly.

New Brunswick shut down Lansbridge University – a mostly online, for-profit school focusing on business studies – this year after a recommendation from the Maritime Provinces Higher Education Commission. Similar action has been taken in British Columbia, where the government has imposed a six-month moratorium on new applications for degree programs since September 2010.

UPEI students, alumni, academic staff and the administration all voiced opposition to the proposed changes for post-secondary education, with students arguing private degrees would devalue UPEI degrees. The alumni association collected 1,400 signatures and messages against the private university over a matter of days last month.

"Hopefully most people understand that a real university isn't simply about providing a few courses in one subject – like real estate – however it is perceived or constructed," said CAUT executive director James Turk.

"If the PEI government goes ahead with this request, maybe it's hoping a McDonald's Hamburger University – the burger giant's management training centres – will relocate to Charlottetown so it also can be recognized as a real university." ■

# CAREERS
# CARRIÈRES

SECTION B

## A

■ **ACCOUNTING & FINANCE — University of Waterloo.** The School of Accounting and Finance at the University of Waterloo invites applications for an appointment at the rank of Definite-term Lecturer in the area of finance for the 2011–2012 academic year, with the potential for ongoing renewal. Preference will be given to candidates with a graduate degree in the area of finance (e.g. an MBA) and industry experience. Previous teaching experience in a post-secondary institution and a professional designation in finance are assets. Duties include teaching, program development, and administration. Salary will depend on a candidate's qualifications. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. Canadian citizens and permanent residents receive priority. To apply, interested candidates are required to include a curriculum vitae and the names and contact information of three references with the curriculum vitae to complete an on-line application at https://ertsontline.uwaterloo.ca/OFAS/SAF/. Applications should be directed to Jim Barnett, Director, School of Accounting and Finance, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Review of applications will continue until the positions are filled.

■ **AEROSPACE ENGINEERING — University of Toronto.** The University of Toronto Institute for Aerospace Studies (UTIAS) is seeking applications for a tenure-track position at the level of Assistant Professor or Associate Professor in aerospace engineering. The appointment will begin on or after July 1, 2011. Consideration will be given to applicants with expertise in any area related to aerospace science and engineering. We are particularly interested in applicants whose primary area of research is related to aircraft gas turbine propulsion (e.g. aerothermodynamics of turbomachinery, air breathing propulsion systems, heat transfer and fluid mechanics of gas turbine engines), especially research related to overall propulsion efficiency improvement and emissions reduction. Relevance to the UTIAS strategic focus on reducing the environmental impact of aircraft is an asset. Applicants must have a doctoral degree, typically from an aerospace or mechanical engineering department, and a strong commitment to both teaching and research. The successful candidate is expected to establish and lead a dynamic externally-funded research program, supervise graduate students, teach undergraduate and postgraduate courses, and engage in university service activities. The selection will be based primarily on the applicant's potential for excellence in research and teaching. Salary is commensurate with qualifications and experience. For information about UTIAS, please see our web site (www.utias.utoronto.ca). Applications should include: (i) a detailed curriculum vitae, (ii) a concise statement (3 pages max imum) of teaching and research interests, objectives and accomplishments, and (iii) examples of publications and material relevant to teaching experience. Applicants are also asked to provide the names and contact information (mailing address, telephone, fax, and email) of five referees who are able to comment on the applicant's experience and ability in teaching and research. Applications must be submitted electronically at http://www.jobs.utoronto.ca/faculty.htm and addressed to: Professor O.W. Zingg, Director, University of Toronto, Institute for Aerospace Studies, 4925 Dufferin Street, Toronto, Ontario, Canada, M3H 5T6. Please direct any questions to Joan DaCosta at dacosta@utias.utoronto.ca. Review of applications will begin on December 31, 2010, and applications will be accepted until the position is filled. The University of Toronto is located in Toronto, a large multicultural city offering many cultural, professional, and research opportunities. The student body at the University reflects the diversity of the city. The breadth of the University provides numerous opportunities for interdisciplinary collaborative research. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to further diversification of ideas. The University is also responsive to the needs of dual career couples. All qualified applicants are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **ANTHROPOLOGY — Saint Mary's University.** The Department of Anthropology at Saint Mary's University invites applications for a tenure-track position at the rank of Assistant Professor with a specialization in the field of socio-cultural anthropology. We are seeking a creative thinker with intellectual interests that can link eastern Canada to the global sphere, as well as an individual with a demonstrated record of excellence in university teaching who will support and develop courses from introductory to senior levels. A scholarly focus on work related to public outreach, community partnerships, field schools, and student experiential learning would be considered an asset. The successful candidate will hold a PhD, or ABD status with the dissertation near completion. The appointment will begin on July 1, 2011, subject to budgetary approval. Saint Mary's University is uniquely committed to serving the local, regional, national and international communities, and integrating such activity as part of the learning environment for undergraduate and graduate students. The Faculty of Arts is particularly interested in scholars whose teaching in the Department can also contribute to the Arts interdisciplinary programs: Asian Studies, Atlantic Canada Studies, International Development Studies, Irish Studies, Linguistics, and Women and Gender Studies. Applicants are encouraged to consult faculty web pages to determine how, as potential hires, they might enrich our intellectual community, http://www.smu.ca/academic/arts/department. Applicants should submit a letter of application, a curriculum vitae, a teaching dossier, including evidence of teaching excellence, a sample of recent scholarly writing, graduate school transcripts, and names and contact information of three references to: Dr. Paul A. Erickson, Chairperson, Department of Anthropology, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. E-mailed applications will not be considered. The closing date for applications is January 7th, 2011. However, the search will continue until such time as the position is filled. Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity

■ **APPLIED HUMAN NUTRITION — Mount Saint Vincent University.** Tenure-Track appointment in Applied Human Nutrition at Mount Saint Vincent University please visit our website http://www.msvu.ca/en/home/aboutus/careers/currentopenings/Full-timeAcademic_posaions/default.aspx or see the Display ad in current Bulletin.

■ **APPLIED MATHEMATICS (MATHEMATICAL/THEORETICAL PHYSICS) — University of Waterloo.** Applications are invited for a tenure-track faculty position in the Department of Applied Mathematics (www.math.uwaterloo.ca/AM_Dept) at the University of Waterloo, in the field of Mathematical/Theoretical Physics, to begin on or after July 1, 2011. The position is at the Assistant Professor level and salary will be commensurate with experience and research record. In exceptional cases, an appointment at a higher level may be possible. We are particularly interested in applicants with expertise in the areas of gravity, quantum gravity or cosmology. Candidates should show evidence of outstanding potential in research and should have a strong background in both mathematics and physics. We are looking for applicants with enthusiasm for the supervision of graduate students and for teaching at both the undergraduate and graduate level. The department maintains close ties with the Faculties of Science and Engineering regarding both research and teaching, and we offer an undergraduate program in Mathematical Physics with the Department of Physics. Waterloo is a very active and large centre for research in Mathematical Physics. The successful applicant may be considered for an Associate Membership at the Independent Perimeter Institute for Theoretical Physics (www.perimeterinstitute.ca) and/or the Institute for Quantum Computing (www.iqc.ca) at the University of Waterloo. Applicants should send a curriculum vitae, including a statement of research interests and teaching philosophy, via email to am-positions@math.uwaterloo.ca with "MP position" in the subject line. Applicants should also arrange to have at least three reference letters emailed to this address as well. Alternatively applications and reference letters can be sent to, K.G. Lamb, Chairman, Department of Applied Mathematics, University of Waterloo, 200 University Ave West, Waterloo, Ontario, Canada, N2L 3G1. The deadline for receiving applications is January 10, 2011. Applications received after this date will

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## Advertising Closing Dates / Dates de tombée pour la publicité

Closing dates to place, change, renew, or cancel your advertising material in the printed *CAUT Bulletin* are listed below. Ad placement closing dates are also the materials due dates. Copy changes, art changes, cancellations, late postings or renewals will generally not be accepted after an ad closing date, and none should be presumed executed without acknowledgment from the *Bulletin*.

Les dates de tombée pour réserver, modifier, renouveler ou annuler une annonce à publier dans le *Bulletin de l'ACPPU* sont indiquées ci-après. Les dates de tombée des annonces sont aussi les dates de soumission du texte publicitaire. De façon générale, la rédaction du *Bulletin* n'acceptera pas les modifications au texte et aux illustrations, les annulations, les renouvellements ni le matériel soumis en retard après la date limite des annonces. Il ne peut être présumé que l'une ou l'autre de ces requêtes a été exécutée sans la confirmation expresse de la rédaction du *Bulletin*.

| ISSUE / NUMÉRO | CLOSING DATE / DATE DE TOMBÉE | POST DATE / DATE AFFICHÉE |
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| September 2010 septembre | August 04 août 2010 | August 25 août 2010 |
| October 2010 octobre | September 01 septembre 2010 | September 22 septembre 2010 |
| November 2010 novembre | October 06 octobre 2010 | October 27 octobre 2010 |
| December 2010 décembre | November 03 novembre 2010 | November 24 novembre 2010 |
| January 2011 janvier | December 01 décembre 2010 | December 22 décembre 2010 |
| February 2011 février | January 05 janvier 2011 | January 26 janvier 2011 |
| March 2011 mars | February 02 février 2011 | February 23 février 2011 |
| April 2011 avril | March 02 mars 2011 | March 23 mars 2011 |
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## Publisher's Statement

The *CAUT Bulletin* will not accept advertisements from for-profit post-secondary institutions or job advertisements restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, disability, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the *Bulletin* are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the *Bulletin* with a statement as to these reasons. The CAUT Policy Statement on Academic Freedom (www.caut.ca/pages.asp?page=247&lang=1) contains fundamental statements of principle which reflect key priorities of this organization. The *CAUT Bulletin* thereby reserves the right to refuse advertisements from any post-secondary institution where such advertisement or practice of the institution appears to demonstrate an intention to restrict (or has in fact restricted) academic freedom.

As a service to CAUT members interested in positions available in other countries, the *Bulletin* accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the American Association of University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at institutions outside of Canada. CAUT publishes a list of colleges and universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, 500-1012 14th St. N.W., Washington, DC 20005-3465; tel: (202) 737-5900 or visit www.aaup.org.

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## Déclaration de l'éditeur

Le *Bulletin de l'ACPPU* n'accepte ni les publicités des établissements postsecondaires à but lucratif ni les offres d'emploi qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'incapacité, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le *Bulletin* soient offerts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées à moins qu'elles ne soient conformes à la *Loi sur les droits de la personne*. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédactrice du *Bulletin* une déclaration énonçant ces raisons. L'énoncé des principes fondamentaux de l'ACPPU sur la liberté académique (www.acppu.ca/pages.asp?page=247&lang=2) reflète les priorités clés de cette organisation. Le comité de rédaction du *Bulletin de l'ACPPU* se réserve donc le droit de refuser de publier les annonces d'un établissement postsecondaire dans le cas où la teneur de ces annonces ou les pratiques de cet établissement démontrent l'existence d'une intention de restreindre la liberté académique (ou restreignent en fait celle-ci).

Le *Bulletin* accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté académique et son degré de protection peuvent varier d'un pays à l'autre. À l'exception des États-Unis, où l'American Association of University Professors enquête sur des prétendues violations de la liberté académique, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté académique dans les établissements postsecondaires étrangers. Deux fois par année, l'ACPPU publie une liste des collèges et des universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, 500-1012 14th St. N.W., Washington, DC 20005-3465, tél : (202) 737-5900, ou de visiter www.aaup.org.

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K2B 8K2

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# CAREERS CARRIÈRES

be considered until the position has been filled. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

■ **ARTS VISUELS — Université d'Ottawa.** Le Département d'arts visuels do l'Université d'Ottawa annonce l'ouverture d'un poste à temps plein menant à la permanence au rang de professeur adjoint. Le Département offre la baccalauréat et la maîtrise en arts visuels, le baccalauréat ès arts avec majeure en arts visuels (programmes axés à la fois sur la pratique et la théorie) et la mineure en histoire et théorie de l'art. Le candidat ou la candidate doit participer activement aux arts médiatiques et démontrer une bonne compréhension de leur rôle important dans les arts visuels contemporains. La personne doit avoir de l'expérience en matière d'interactivité et d'images en mouvement. Elle doit connaître la technologie et les logiciels pertinents, y compris les technologies analogiques et numériques. De l'expérience en son, sculpture, programmation informatique, performance ou formes émergentes/hybrides est un atout. La personna doit pouvoir enseigner à tous les niveaux des programmes de premier cycle et d'études supérieures, et être prête à créer un milieu d'enseignement critique et expérimental. Exigences: 1. Maîtrise en arts visuels ou l'équivalent; 2. Participation active et approfondie aux arts médiatiques, œuvre reconnue et historique d'exposition à l'extérieur de la région, 3. Solide connaissance des questions et de la théorie de l'art contemporain; maîtrise de la pratique des arts médiatiques; 4. Capacité de participer au développement des programmes et de l'interdisciplinarité ainsi qu'aux tâches administratives; 5. Capacité d'enseigner dans un milieu bilingue (français et anglais) dès l'embauche; 6. Expérience d'enseignement au niveau postsecondaire. Le salaire est établi selon la convention collective de l'Université d'Ottawa. Entrée en fonction: 1er juillet 2011. Date limite pour les candidatures: 7 janvier 2011. On encourage tous les candidats qualifiés à postuler; la priorité sera toutefois accordée aux Canadiens ainsi qu'aux résidents permanents. L'Université d'Ottawa souscrit à l'équité d'emploi et elle encourage les hommes, les Autochtones, les membres des minorités visibles et les personnes handicapées à postuler. Prière de faire parvenir un curriculum vitae détaillé et un dossier visuel de votre production artistique (20 images, jusqu'à 10 minutes de vidéoclips ou d'autre matériel pertinent; 10 images des travaux de vos étudiants, sur CD ou DVD; une copie papier des œuvres présentées, sous forme de vignettes), une sélection d'articles ou de comptes rendus sur votre travail artistique, un dossier d'enseignement comprenant des plans de cours et des évaluations de cours par les étudiants, ainsi que trois (3) lettres de recommandation qui doivent être envoyées directement à la directrice du Département: Directrice, Département d'arts visuels, Université d'Ottawa, 100, avenue Lauder Est, Ottawa, ON, K1N 6N5. Pour de plus amples renseignements, veuillez écrire à artsvis@uottawa.ca ou composer le 613-562-5868.

## B

■ **BIOLOGY — University of Western Ontario.** Applications are invited for probationary (tenure track) faculty positions at the rank of Assistant Professor in the areas of Experimental Climate Change Research and Molecular Evolution and Bioinformatics in the Department of Biology, Faculty of Science, at The University of Western Ontario (www.uwo.ca/biology) starting July 1, 2011. Candidates must have a PhD in Biology or a related field, and postdoctoral experience (or equivalent). Consideration of applications will begin February 01, 2011 and continue until the position is filled. Applications must include a curriculum vita, a statement of research interests, a statement on teaching philosophy, and the names of three references. Applications should be addressed to the attention of Dr. Mark Bernards, Chair, Department of Biology, The University of Western Ontario, using the position specific e-mail addresses listed below. Experimental Climate Change Research: The successful candidate will be expected to develop an independent, externally-funded research program in Experimental Climate Change Research. Priority will be given to applicants with expertise in the areas of community ecology, plant stress biology or invertebrate neurobiology. The successful candidate is expected to contribute to the graduate and undergraduate degree programs in Biology. Experimental Climate Change Research represents an emerging area of interest in the Department of Biology, and bridges existing research strengths in stress biology and ecosystem function, and the successful candidate will complement these. The successful candidate will be housed in, and is expected to be a primary user of, the Biotron, a state-of-the-art research facility purpose built for climate change research (http://www.thebiotron.ca/). Submit applications electronically as a single pdf file to expcres@uwo.ca. Molecular Evolution and Bioinformatics: The successful candidate will be expected to develop an independent, externally-funded research program in Molecular Evolution and Bioinformatics, motivated by questions in Biology, and contribute to the graduate and undergraduate degree programs in Biology. Molecular Evolution and Bioinformatics represents an integral link between the Department's existing research strengths in molecular and evolutionary biology, genetics and developmental biology, and the successful candidate will complement these. The Department of Biology and Faculty of Science provide a research-intensive environment including state-of-the-art computational (www.sharcnet.ca), laboratory and field facilities. Submit applications electronically as a single pdf file to: molevbio@uwo.ca. Positions are subject to budgetary approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men including visible minorities, aboriginal people and persons with disabilities.

■ **BUSINESS/FINANCE — Mount Saint Vincent University.** Tenure-Track appointment in Business/Finance at Mount Saint Vincent University, please visit our website http://www.msvu.ca/en/home/aboutus/careers/currentopenings/Full-timeAcademic_positions/default.aspx or see the Display ad in current Bulletin

## C

■ **CANADIAN LITERATURE (MODERN/CONTEMPORARY CANADIAN LITERATURE) — University of British Columbia Okanagan.** The Department of Critical Studies at the University of British Columbia's Okanagan campus invites applications for a tenure-track position in support of our English Program in the area of modern or contemporary Canadian Literature. A background in Canadian Poetry would be an asset. The appointment will be at the level of Assistant Professor and will begin on July 1, 2011. Candidates must have a PhD, an active research profile, and evidence of teaching experience. The successful candidate will be offered a wide range of teaching experiences within the English program, including introductory English courses, survey courses, as well as upper division and graduate courses in the area of specialization. The successful candidate will be expected to conduct and disseminate research in the area of specialization and to engage with the interdisciplinary nature of the Department of Critical Studies. Applicants with interdisciplinary strengths suitable to our other programs and disciplines are especially encouraged to apply. The English program at UBC's Okanagan campus, with 18 faculty members, is housed in the vibrant Faculty of Creative and Critical Studies. The Department of Critical Studies offers both discipline-based and interdisciplinary programs at the undergraduate and graduate level, including programs in Art History, Cultural Studies, English, French, and Spanish, along with courses in Japanese, German, and Ancient Languages. The collegial learning environment focuses on effective teaching, the integration of research, and a commitment to developing a locally involved and globally aware community. Candidates are asked to submit a letter of application, complete curriculum vitae, statement of teaching philosophy, research plan, and the names of three referees to Dr. Robert Eggleston, Acting Head, Department of Critical Studies at the following address only: recruitment.fccs@ubc.ca. Candidates are responsible for ensuring that letters from the three referees are sent directly to the same address. Applications will be reviewed starting December 15, 2010. UBC hires on the basis of merit and, being strongly committed to diversity within its community, especially welcomes applications from women, visible minority group members, Aboriginal persons, persons with disabilities, persons of any sexual orientation or gender identity, and others who may contribute to the diversification of ideas. However, Canadians and permanent residents of Canada will be given priority. This appointment is subject to budgetary approval.

■ **CIVIL & ENVIRONMENTAL ENGINEERING (ENGINEERING HYDROLOGY) — University of Waterloo.** The Department of Civil and Environmental Engineering at the University of Waterloo invites applications from outstanding individuals for a tenure-track position at the assistant, associate, or full professor rank in the area of engineering hydrology with a focus on lakes and related water quality processes. Applicants should have research expertise related to climate change and anthropogenic impacts on lakes including estuaries and shorelines, the impact of emerging and non-point source contaminants on surface water quality in Canadian environments, and engineering solutions for mitigation or remediation. Applicants must have potential or proven ability to develop an internationally recognized research program, must have excellent communication skills, and must have a strong commitment to teaching at the graduate and undergraduate levels in such areas as water quality, hydrology, hydraulics, and fluid mechanics. Applicants with either a strong modelling or field-based background will be considered, but an appropriate combination would be preferred. The successful candidate must complement the Environmental and Water Resources Engineering Research Group primarily comprised of hydrology, hydraulics, hydrogeology, and water and wastewater treatment researchers. The successful applicant is expected to have an engineering license for practice in Canada or to apply for an engineering license with the Professional Engineers of Ontario within five years. Salary will be commensurate with qualifications and experience. In accordance with Canadian immigration policy, Canadian citizens or landed immigrants who meet the qualifications will be given priority for appointment. The University of Waterloo encourages applications from all qualified women and men, members of visible minorities, native peoples and persons with disabilities. Interested applicants are invited to submit their full curriculum vitae, a concise teaching and research vision statement, and the names and full contact information of at least three references to: Professor Neil R. Thomson, Chair, Department of Civil and Environmental Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1; Email: neil.thomson@uwaterloo.ca. Applications will be considered until the position is filled.

■ **COGNITIVE NEUROLOGY (TIER 2 CRC) — University of Western Ontario.** The Schulich School of Medicine & Dentistry at The University of Western Ontario (Western), one of Canada's leading research intensive universities, seek applicants for a Tier 2 Canada Research Chair in Cognitive Neurology. In accordance with the regulations set for Tier 2 Canada Research Chairs (www.chairschaires.gc.ca), the candidate will be an excellent emerging clinician scientist who has demonstrated research creativity and innovation, and the potential to achieve international recognition in the field of Cognitive Neurology within the next five to ten years. The Candidate must propose an original and innovative research program of high quality which would attract excellent trainees, students and future researchers. Applicants must hold an MD or an MD/PhD or equivalent and should be certified or eligible for certification in Clinical Neurology by the Royal College of Physicians and Surgeons of Canada or equivalent and must be eligible for licensure in the Province of Ontario. The successful candidate will be appointed in a Clinical Academic appointment in the Department of Clinical Neurological Sciences at the rank of Assistant Professor, exceptional applicants will be considered for an appointment at a higher rank. The candidate will also hold a cross appointment in an appropriate basic science department within Schulich School of Medicine & Dentistry and/or in the Department of Psychology, Faculty of Social Science. In addition, the candidate will be appointed as a Scientist at the Robarts Research Institute and Lawson Research Institute. The successful candidate will be expected to establish an independent, externally funded, research program and train, clinical and basic science trainees. There will be excellent opportunities for collaboration with the Canada Excellence Research Chair in Cognitive Neuroscience and Imaging as well as other established researchers at the Centre for Brain & Mind and the University's affiliated research institutes, the Robarts Research Institute and the Lawson Health Research Institute. Priority will be given to well-trained clinician scientists with research interests and expertise in the neural substrates of cognitive functions and/or sensorimotor control in health and disease, including stroke, Alzheimer's Disease, Parkinson's disease, and/or other brain disorders. Researchers with experience in functional magnetic resonance imaging and other modern tools of cognitive neuroscience will be preferred. Ideally, the successful candidate will complement existing areas of research strength within the Schulich School of Medicine & Dentistry and the Centre for Brain & Mind, and further strengthen the signature area of Neuroscience Research at Western. With full time enrollment of about 32,000, Western graduates students from a range of academic and professional programs. Further information about the Schulich School of Medicine & Dentistry and the Centre for Brain & Mind can be found at www.schulich.uwo.ca and http://www.uwo.ca/rs/brain/. Western's Recruitment & Retention Office is available to assist in the transition of successful applications and their families. Please send a detailed curriculum vitae, a brief description of current research program, accomplishments, and future plans, copies of representative publication, and the names of three references to: Dr. Victor Han, Associate Dean, Research, Schulich School of Medicine & Dentistry, Room 37302, Clinical Skills Building, The University of Western Ontario, London, Ontario, CANADA, N6A 5C1; Email: mady.hymowitz@schulich.uwo.ca. Applications will be accepted until the position is filled. Review of applications will begin February 1, 2011. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit, is committed to equity within its community, welcomes applications from all qualified women and men, including persons with disabilities, members of visible minorities, Aboriginal persons, and those who may contribute to the diversity of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. This appointment is subject to budgetary approval.

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Le Campus de Moncton sollicite des candidatures pour le poste suivant :

### DOYENNE OU DOYEN DE LA FACULTÉ DES ARTS ET DES SCIENCES SOCIALES

**SITUATION :** La Faculté des arts et des sciences sociales comprend les disciplines suivantes : administration publique, anglais, art dramatique, arts visuels, design d'intérieur, économie, études françaises, études du vieillissement, géographie, gestion des services de santé, histoire, information-communication, langues, musique, philosophie, science politique, sciences religieuses, sociologie, traduction et travail social. Elle compte un personnel enseignant de 87 personnes et un corps étudiant de plus de 1 000 étudiantes et étudiants. La doyenne ou le doyen relève directement du vice-recteur à l'enseignement et à la recherche.

Au cours des prochaines années, la Faculté devra veiller à l'épanouissement de ses disciplines et au développement d'une synergie en formation et en recherche entre les unités formant la Faculté. En raison de la diversité des disciplines et des services qu'elle rend aux autres facultés universitaires, la Faculté des arts et des sciences sociales assume un rôle important quant aux relations avec la communauté universitaire et le milieu externe. En plus, elle exerce un rôle de partenariat avec la Faculté des sciences de l'éducation dans l'offre de divers programmes de formation initiale à l'enseignement.

**EXIGENCES :** Toute personne intéressée par le poste devra posséder un doctorat, préférablement dans une des disciplines de la Faculté, et une expérience pertinente en gestion, en enseignement et en recherche. Une vision innovatrice et des qualités de leadership transformationnelles favorisant la participation et la collégialité sont tout particulièrement recherchées. La maîtrise de la langue française, tant à l'oral qu'à l'écrit, est essentielle, et une bonne connaissance de l'anglais est exigée.

**MANDAT :** Le mandat est d'une durée de cinq ans, à temps plein, débutant le 1er juillet 2011.

**FERMETURE OU CONCOURS :** Les candidatures seront étudiées par le Comité de sélection à partir du 15 décembre 2010.

**Les personnes intéressés à postuler sont priées de faire parvenir un curriculum vitæ complet et, aux fins de référence, les coordonnées de trois personnes au Comité consultatif de sélection de la doyenne ou du doyen de la Faculté des arts et des sciences sociales, a/s de M. Neil Boucher, vice-recteur à l'enseignement et à la recherche, Université de Moncton, 18, avenue Antonine-Maillet, Moncton (N.-B.) E1A 3E9. Téléphone : 506 858-4112; télécopieur : 506 858-4096; courriel : neil.boucher@umoncton.ca.**

L'Université de Moncton, fondée en 1963, est un établissement d'enseignement supérieur de langue française en milieu acadien. Avec ses trois campus situés à Edmundston, à Moncton et à Shippagan, elle offre des programmes d'études aux trois cycles universitaires dans plusieurs disciplines. Plus de 5 000 étudiantes et étudiants provenant de partout au Canada et de l'étranger la fréquentent. Pour de plus amples renseignements sur l'Université et ses programmes d'études, vous êtes invité à consulter le site Internet www.umoncton.ca.

UNIVERSITÉ DE MONCTON
Campus de Moncton

L'Université de Moncton souscrit à l'exigence d'équité en matière d'emploi. Conformément aux exigences relatives à l'immigration au Canada, ce concours s'adresse aux citoyennes et citoyens canadiens ainsi qu'aux personnes ayant obtenu le droit d'établissement au Canada.

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UNIVERSITY OF ALBERTA
EDMONTON ALBERTA CANADA

www.careers.ualberta.ca

## Director – Division of Hematology and Clinical Oncology

The Division of Hematology and Clinical Oncology consists of seven academic faculty members and exists to ensure excellence in the care of patients with blood disorders and cancer, to educate undergraduates and postgraduates in clinical hematology and medical oncology, and to conduct research on diseases of the blood. The division has a history of excellence in thrombosis research.

Applications are invited for the position of Director, Division of Hematology and Clinical Oncology. The successful candidate will have an established track record of scholarship and will be appointed to a tenure track position at the University of Alberta. We have a particular interest in candidates with a research focus in the area of Thrombosis or other benign hematologic disorders. The Director is expected to be a leader who will further develop the Division to rival the best Hematological Groups world wide. The successful candidate will be required to advance the research, educational and clinical mandate within the Department of Medicine.

Interested applicants must hold an MD or equivalent, be eligible for licensure in Alberta, have a fellowship in the Royal College of Physicians and Surgeons of Canada or equivalent in Hematology and Clinical Oncology, and have demonstrated scholarly accomplishment in research/teaching.

Remuneration for this senior position will be commensurate with qualifications and experience and will be based on the income scale of a competitive and highly successful alternate funding plan.

The University of Alberta is one of the top 100 teaching and research universities in the world serving 37,000 students with more than 13,000 faculty and staff. Founded a century ago, the University has an annual budget in excess of $1.4 billion and attracts more than $300 million in external funding. The university offers close to 400 undergraduate and graduate programs in 18 faculties. Edmonton, with a growing population of over one million, is the cosmopolitan capital of Alberta. With an abundance of services, beautiful river valley, community activities and attractive living accommodations, this energetic city has something for everyone.

The Committee welcomes applications at any time and expects to begin considering applications on October 31, 2010; consideration will continue until the position is filled.

Competition No.: A100612697
Interested applicants may apply online:
http://www.careers.ualberta.ca/Competition/A100612697

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

Alberta's 50 EMPLOYERS 2010

# CAREERS CARRIÈRES

aged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **COMPUTER SCIENCE (LECTURER) — University of Waterloo.** The David R. Cheriton School of Computer Science at the University of Waterloo is seeking a Lecturer to assume a mix of teaching and advising duties. The ideal candidate will have excellent teaching abilities, strong interpersonal skills, the ability to relate well to students seeking advice, an ability to work collaboratively with other team members, and an ability to assimilate, analyze, and manage the details associated with our various undergraduate degree programs. A masters degree in computer science or a related discipline is required, and a doctorate is preferred; candidates are also expected to have some teaching experience. Successful candidates may be eligible for reappointment to additional terms, and those demonstrating outstanding performance in teaching and service may be considered for an ongoing appointment as a Continuing Lecturer. With over 70 faculty members, the University of Waterloo's David R. Cheriton School of Computer Science is the largest in Canada. It enjoys an excellent reputation in pure and applied research and houses a diverse research program of international stature. Because of its recognized capabilities, the School attracts exceptionally well-qualified students at both undergraduate and graduate levels. In addition, the University has an enlightened intellectual property policy which vests rights in the inventor — this policy has encouraged the creation of many spin-off companies including iAnywhere Solutions Inc., Maplesoft Inc., Open Text Corp., and Research In Motion. Please see our web site for more information: http://www.cs.uwaterloo.ca. To submit an application, please register at the submission site: http://www.cs.uwaterloo.ca/faculty-recruiting. Once registered, instructions will be provided regarding how to submit your application. Applications will be considered as soon as possible after they are complete and as long as positions are available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

■ **COMPUTER SCIENCE (TENURE & TENURE-TRACK) — University of Waterloo.** Applications are invited for several positions in computer science: (a) Up to two senior, tenured David R. Cheriton Chairs in Software Systems are open for candidates with outstanding research records in software systems (very broadly defined). Successful applicants will be acknowledged leaders in their fields or have demonstrated the potential to become such leaders. These positions include substantial research support and teaching reduction. (b) One tenured or tenure-track position is open in the area of Health Informatics, including, but not limited to, healthcare IT, medical informatics, and biomedical systems. The successful applicant will help develop a new graduate degree program in health informatics. (c) One other tenured or tenure-track position is available for excellent candidates in any computing area, but highest priority will be given to candidates specializing in systems software (operating systems, distributed systems, networks, etc.) and information systems (e-commerce systems, enterprise resource planning systems, business intelligence, etc.). Successful applicants who join the University of Waterloo are expected to be leaders in research, have an active graduate-student program, and contribute to the overall development of the School. A PhD in Computer Science, or equivalent, is required, with evidence of excellence in teaching and research. Rank and salary will be commensurate with experience, and appointments are expected to commence during the 2011 calendar year. With over 70 faculty members, the University of Waterloo's David R. Cheriton School of Computer Science is the largest in Canada. It enjoys an excellent reputation in pure and applied research and houses a diverse research program of international stature. Because of its recognized capabilities, the School attracts exceptionally well-qualified students at both undergraduate and graduate levels. In addition, the University has an enlightened intellectual property policy which vests rights in the inventor — this policy has encouraged the creation of many spin-off companies including iAnywhere Solutions Inc., Maplesoft Inc., Open Text Corp., and Research In Motion. Please see our web site for more information: http://www.cs.uwaterloo.ca. To submit an application, please register at the submission site: http://www.cs.uwaterloo.ca/faculty-recruiting. Once registered, instructions will be provided regarding how to submit your application. Applications will be considered as soon as possible after they are complete and as long as positions are available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

■ **CRIMINOLOGY — Saint Mary's University.** The Department of Sociology & Criminology at Saint Mary's University invites applications for a tenure track appointment at the Assistant Professor level in Criminology to begin July 1, 2011, subject to final budgetary approval. The Department particularly seeks scholars with teaching and research expertise in one or more of the following areas: Social Inequality & Human Rights; Violence & the State; Surveillance, Social Justice, and Human Security. Candidates should have a PhD or be very near completion. In addition, they must be able to teach a selection of the following courses in the core undergraduate program of the Department: Principles of Social Theory, Introduction to Criminology, Qualitative Methods, Social Power Relations. We encourage applicants to consult faculty web pages to determine how, as potential hires, candidates might enrich or expand the Department's intellectual community, and its strong commitment to critical feminist and anti-oppressive teaching and research. Saint Mary's University and our Department are also committed to serving the local, regional, national, and international communities, and integrating such activity as part of the learning environment for undergraduate and graduate students. Applicants are asked to submit a curriculum vitae, teaching portfolio, an example of recently published work, and the names, addresses and contact information for three referees. Application packages should be sent directly to the Department Chair: Dr. Evangella Tastsoglou, Chair, Department of Sociology and Criminology, Saint Mary's University, Halifax, NS, B3H3C3. Review of applications will begin on January 14, 2011. However, the position will remain open until filled. Early applications are encouraged. Applicants are responsible for ensuring that their files are complete. Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity.

## E

■ **ECONOMICS — Saint Mary's University.** The Department of Economics in the Sobey School of Business at Saint Mary's University invites applications for a 9-month full-time sessional position at the Lecturer or Assistant Professor rank. The appointment will commence September 1, 2011, subject to final budgetary approval. Candidates should possess, at minimum, a Master's degree in Economics. Previous teaching experience is strongly preferred. The successful candidate will be responsible for teaching introductory and intermediate level undergraduate courses for the Department of Economics. Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to the principles of employment equity, and encourages applications from qualified women and men, aboriginal peoples, visible minorities and peoples with disabilities. Applicants are requested to send a letter of application, curriculum vitae and three letters of reference to: Dr. Martha MacDonald, Chairperson, Department of Economics, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3, Canada. Applications may be submitted electronically to: economics@smu.ca. Consideration of applications will commence on January 15, 2011 and continue until the position is filled.

■ **ECONOMICS — Saint Mary's University.** The Sobey School of Business at Saint Mary's University invites applications for a tenure-track appointment in the Department of Economics at the Assistant Professor rank. The appointment will commence July 1, 2011, subject to final budgetary approval. Candidates are expected to have completed, or be near completion of, a PhD in economics, and have excellent qualifications for teaching and research. Although all sub-disciplines of economics will be considered, preference will be given to candidates with research and/or teaching experience in international finance, money and banking, or development economics. Saint Mary's is a public university with approximately 8,500 students, offering a variety of undergraduate and graduate degrees. The Sobey School of Business, accredited by AACSB, is housed in a facility fully compatible with the latest advances in information technology. With 70 full-time faculty and an enrollment of approximately 2,500 full and part-time students pursuing B.Comm, MBA, EMBA, Master of Finance, Master of Management and PhD degrees, it is the largest and most comprehensive business school in Atlantic Canada. In addition to being nationally known for its excellence in undergraduate teaching, the School has also established an outstanding research record and a reputation for international outreach. For information about the University and School, please see our website at http://www.sobey.smu.ca. Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to the principles of employment equity, and encourages applications from qualified women and men, aboriginal peoples, visible minorities and peoples with disabilities. Applicants are requested to send a letter of application, curriculum vitae and three letters of reference to: Dr. Martha MacDonald, Chairperson, Department of Economics, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3, Canada. Applications may be submitted electronically to: economics@smu.ca. Consideration of applications will commence on January 15, 2011 and continue until the position is filled.

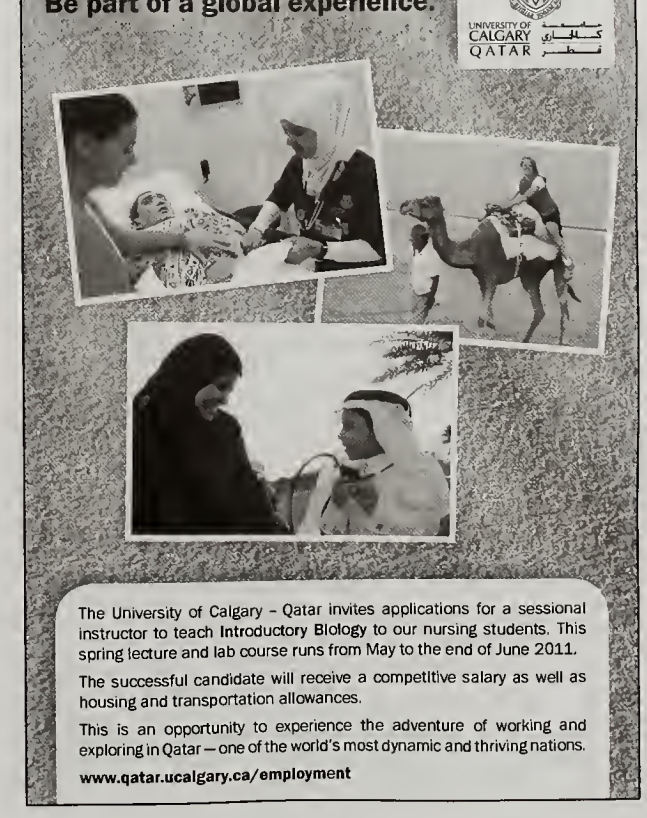
■ **EDUCATION (ASSESSMENT & EVALUATION) — Mount Saint Vincent University.** Tenure-Track appointment in Education (Assessment & Evaluation) at Mount Saint Vincent University please visit our website: http://www.msvu.ca/en/home/aboutus/careers/currentopenings/Full-timeAcademic_positions/default.aspx or see the Display ad in current Bulletin.

■ **EDUCATION (CURRICULUM & INSTRUCTION) — Mount Saint Vincent University.** Tenure-Track appointment in Education (Curriculum & Instruction) at Mount Saint Vincent University please visit our website http://www.msvu.ca/en/home/aboutus/careers/currentopenings/Full-timeAcademic_positions/default.aspx or see the Display ad in current Bulletin.

■ **EDUCATION (PSYCHOLOGY) — Mount Saint Vincent University.** Tenure-Track appointment in Education (Psychology) at Mount Saint Vincent University please visit our website: http://www.msvu.ca/en/home/aboutus/careers/currentopenings/Full-timeAcademic_positions/default.aspx or see the Display ad in current Bulletin.

■ **ELECTRICAL & COMPUTER ENGINEERING — University of Toronto.** The Edward S. Rogers Sr. Department of Electrical and Computer Engineering at the University of Toronto invites applications for faculty positions, starting July 1, 2011, in the following three areas: 1. Systems Control: Applications are welcomed from outstanding candidates in all areas of systems control, including candidates whose research is interdisciplinary in nature. Applications for this position should be addressed to Professor Manfredi Maggiore, Chair of the Systems Control Search Committee, and sent to: ControlSearch@ece.utoronto.ca. 2. Electromagnetics: Research areas of particular interest include: biomedical applications of electromagnetic waves, microwave devices with emphasis on nanoscale effects, novel electromagnetic materials, microwave circuit integration/packaging, RF MEMS, remote sensing and radars. Applications for this position should be addressed to Professor George Eleftheriades, Chair of the Electromagnetics Search Committee, and sent to: EMSearch@ece.utoronto.ca. 3. Electrical Energy Systems: Research areas of particular interest include: power system dynamics, power system automation, protection, integration of renewable energy sources/storage, and other emerging technologies within the scope of power systems. Applications for this position should be addressed to Professor Peter Lehn, Chair of the Energy Systems Search Committee, and sent to: EnergySearch@ece.utoronto.ca. Successful candidates are expected to pursue excellence in research and teaching at both the graduate and undergraduate levels, and must have (or be about to receive) a PhD in the relevant area. The ECE department ranks among the top 10 in North America. It attracts outstanding students, has excellent facilities, and is ideally located in the middle of a vibrant, artistic, and diverse cosmopolitan city. The department offers competitive salaries and start-up funding, and faculty members have access to significant Canadian operational and infrastructure research grants. Additional information on the department can be found at: www.ece.utoronto.ca. Applicants must submit their applications by email to one of the three email addresses given above. Please submit only Adobe Acrobat PDF documents and include a curriculum vita, a summary of previous research and proposed new directions, and a statement of teaching philosophy and interests. Applications should be received by January 15, 2011. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Salary will be commensurate with qualifications and experience. UNIVERSITY OF TORONTO, The Edward S. Rogers Sr. Department of Electrical & Computer Engineering, 10 King's College Road, Toronto, Ontario, Canada, M5S 3G4

■ **ELECTRICAL & COMPUTER ENGINEERING — Ryerson University.** Tenure-Track Faculty Positions. Department of Electrical and Computer Engineering. Located in the heart of Toronto, the largest and most culturally diverse city in the country, Ryerson University is committed to diversity, equity and inclusion. The University is known for innovative programs built on the integration of theoretical and practically oriented learning. Our undergraduate and graduate programs are



Be part of a global experience.
UNIVERSITY OF CALGARY QATAR
The University of Calgary – Qatar invites applications for a sessional instructor to teach Introductory Biology to our nursing students. This spring lecture and lab course runs from May to the end of June 2011.
The successful candidate will receive a competitive salary as well as housing and transportation allowances.
This is an opportunity to experience the adventure of working and exploring in Qatar — one of the world's most dynamic and thriving nations.
www.qatar.ucalgary.ca/employment

KING'S UNIVERSITY COLLEGE at The University of Western Ontario

**Academic Dean**

King's University College at *The* University *of* Western Ontario seeks a new Academic Dean, to take office in the summer of 2011, and invites expressions of interest, applications and nominations.

*Established in 1954, King's is a Catholic, liberal arts university college* affiliated with Western with more than 220 full and part-time faculty and 3900 students. King's offers undergraduate degree programs in arts, social sciences, theology, management, and social work, as well as a Master of Social Work degree. Sponsored by the Roman Catholic Diocese of London, King's welcomes students of all nationalities and religious faiths. For further information, please visit www.kings.uwo.ca

As the College's Senior Academic Administrator, the Dean directs and coordinates the academic well-being of King's, including academic planning, and the development and implementation of policies, programs, practices and standards that are the core of the College's mission. The Dean works cooperatively with the Principal, the King's College Council, Faculty, the UWO Senate, and all members of the community to advance the mission and spirit of the College. The Dean assists the Principal in being attentive to the enhancement of the Catholic character of the College.

The successful candidate will be a creative thinker and strategic leader with significant experience in higher education demonstrating outstanding organizational and interpersonal skills, a dedication to excellence in teaching and research, and a commitment to developing the Catholic mission of the College. Candidates must have a thorough grasp of contemporary issues in post-secondary education and Catholic higher education, a collegial working style and the ability to represent the interests of the institution effectively with both internal and external constituencies.

The Selection Committee invites applications by January 15, 2011. Correspondence should include a curriculum vitae and a letter of introduction including specific achievements and relevant experience. All documentation will be treated confidentially and should be directed to King's Director of Human Resources:

**Veronika Elsie**
Director, Human Resources
King's University College
266 Epworth Avenue
London, ON N6A 2M3
v.elsie@uwo.ca

*All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. King's University College is committed to the principles of employment* equity.

# CAREERS CARRIÈRES

BUILDING THE FUTURE—

## Researchers with *Vision*

**The University of Prince Edward Island (UPEI) is seeking a Canada Research Chair (Tier II CIHR) in Healthy Populations and Wellness**

Our vision: Inclusive, socially relevant, multisectoral research leadership anchored in excellence and collaboration. We seek dynamic researchers who can engage in independent and collaborative multidisciplinary research and who are recognized by their peers as having excellent leadership potential in areas of increasing international significance and of established expertise at UPEI. UPEI fosters a vibrant research milieu among its faculties and schools of Arts, Business, Education, Nursing, Science, and Veterinary Medicine (the Atlantic Veterinary College). UPEI faculty lead innovative approaches to collaborative, community-based research and knowledge transfer in education, family health & nutrition, nursing, psychology, epidemiology and basic sciences. In its Island Prosperity Strategy, PEI has identified wellness, population health, and literacy as interrelated priorities.

To learn more, visit **research.upei.ca/chairs** or contact **Dr. Christian Lacroix,** Dean of Science at **(902) 566-0320.**

Consideration of applications and nominations will commence **January 5, 2011.** To apply, forward a cover letter, CV and list of three references to:

UPEI UNIVERSITY of Prince Edward ISLAND

**Dr. Katherine Schultz, Vice-President, Research & Development**
**University of Prince Edward Island**
**550 University Avenue, Charlottetown, PE, Canada C1A 4P3**
Phone **(902) 566-0637** Fax **(902) 620-5092**
Email **research@upei.ca**
For more information on the Canada Research Chairs program, visit **chairs.gc.ca**

*people • excellence • impact*

distinguished by a professionally focused curriculum and strong emphasis on excellence in teaching, research and creative activities. Ryerson is also a leader in adult learning, with the largest university-based continuing education school in Canada. Ryerson's Department of Electrical and Computer Engineering invites applications for two tenure-track faculty positions, at the rank of Assistant, Associate or, in very special cases, Full Professor, in the areas of: (1) Electric Power Systems and (2) Computer Engineering with applications in Power Engineering. These positions are subject to final budgetary approval. Applications will also be accepted from outstanding candidates in other fields of Electrical and Computer Engineering. The candidates must have a PhD degree in Electrical Engineering, Computer Engineering or other related fields, and a strong commitment to teaching and research, with the ability to establish or maintain a dynamic research program in their field of expertise. Industrial experience will be a definite asset. PEng. registration, or eligibility to register as a professional engineer, is a necessary condition for the appointments. These positions will be affiliated with the newly created Centre for Urban Energy in the Faculty of Engineering, Architecture and Science (FEAS). The level of appointment and salary will be commensurate with the qualifications of the candidate. The Department currently has 39 full-time faculty and approximately 800 undergraduate students pursuing Bachelor of Engineering degrees in Electrical Engineering, Computer Engineering, and Biomedical Engineering. Over 250 students are currently enrolled in MASc, MEng and PhD programs in Electrical and Computer Engineering, and Computer Networks. Faculty members of the Department are engaged in research in a broad spectrum of electrical, computer and biomedical engineering, including biomedical signal processing, bioinformatics, biosensors, computer architecture and computer networks, control systems and robotics, digital communications, digital signal processing, embedded systems, electromagnetics, integrated circuits, microsystems, multimedia, power electronics, power systems, wireless sensor networks, and wireless and optical communications. The Department is home to three IEEE Fellows, one 3M Teaching Fellow, three Canada Research Chairs, one NSERC Industrial Research Chair, one NSERC Chair in Design Engineering, and many other faculty members who have distinguished themselves with Premier Research Excellence awards, Ryerson Research Chair awards, FEAS research excellence awards, FEAS teaching excellence awards, etc., and investments from CFI, MRI, OCE, NSERC and other granting councils. Applicants should send a complete CV via e-mail, only, that includes a detailed list of publications, professional experience, the names of at least three references, and a statement of research and teaching interests to: Dr. Fei Yuan, Professor and Chair, Department of Electrical and Computer Engineering, Ryerson University, 350 Victoria Street, Toronto, Ontario, Canada, M5B 2K3. E-mail: recruit@ee.ryerson.ca. Applications will be accepted until the positions are filled. These positions fall under the jurisdiction of the Ryerson Faculty Association (www.ryerson.ca/~rfa/). The Ryerson Faculty Association (RFA) collective agreement and a summary of RFA benefits can be viewed at www.ryerson.ca/teaching/employment_resources/rfa.html and www.ryerson.ca/hr/working/etoolkit/benefits/rfa/ respectively. Ryerson University has an employment equity program and encourages applications from all qualified individuals, including Aboriginal peoples, persons with disabilities, members of visible minorities and women. Members of designated groups are encouraged to self-identify. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

■ **ELECTRICAL & COMPUTER ENGINEERING (NANOELECTRONICS & BIOCHIPS) — University of Waterloo.** The Department of Electrical and Computer Engineering, University of Waterloo, invites applications for tenure-track/tenured faculty positions at the ranks of Assistant, Associate, or, in very special cases, Full Professor to fill each of the following areas: 1. Nanoelectronic devices: technology and applications; 2. Nanofabrication of devices leading to biochips and related medical applications. The ECE department is home to the Giga-to-Nano Laboratory (http://ece.uwaterloo.ca/~a-sidiki/) and the Centre for Integrated RF Engineering (http://www.cirfe.uwaterloo.ca), both excellent fabrication and characterization facilities with state-of-the-art infrastructure. In addition to these existing facilities, the ECE department will also be an active partner of the Quantum Nano Centre (http://www.nano.uwaterloo.ca/facilities/qnc.html), a new, 180M teaching and research infrastructure to be completed by year 2011. Applicants should have earned a doctoral degree in Electrical Engineering, Engineering Physics, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Salaries are competitive and are determined according to the successful applicant's accomplishments and qualifications. The department currently has more than 80 faculty members and is in the process of expanding to more than 90 faculty members, making it one of the largest ECE departments in Canada. The graduate programs of the department attract outstanding Canadian and international applicants, with an enrolment of more than 550 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, Software Engineering (offered jointly with the David R. Cheriton School of Computer Science), Mechatronics Engineering (offered jointly with the Departments of Mechanical & Mechatronics Engineering and Systems Design Engineering), and Nanotechnology Engineering (jointly with the Departments of Chemistry and Chemical Engineering) draw the top students from across Canada. Research at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. The University of Waterloo has been named the "Best Overall" university by reputation in Canada. It is located in the attractive two-university community in the Region of Waterloo (population of 450,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vitae, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at https://eceadmin.uwaterloo.ca/DACA. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

■ **ELECTRICAL & COMPUTER ENGINEERING (RF INTEGRATED CIRCUITS & DEVICES) — University of Waterloo.** The Department of Electrical and Computer Engineering, University of Waterloo, invites applications for a tenure-track/tenured faculty position at any rank (Assistant, Associate, or, in very special cases, Full Professor) in RF Integrated Circuits and Devices with expertise in one or more of the following areas: RF integrated circuits, solid state RF Micro devices, advanced high-speed semiconductor devices and compact models. Applicants should have earned a doctoral degree in Electrical/Computer Engineering or a closely related discipline. All applicants must have a strong commitment to research and teaching. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has more than 80 faculty members and has planned on expanding to more than 90 faculty members, making it one of the largest ECE departments in Canada. The graduate programs of the department attract outstanding Canadian and International applicants, with an enrolment of more than 580 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, Software Engineering (offered jointly with the David R Cheriton School of Computer Science), Mechatronics Engineering (offered jointly with the Departments of Mechanical & Mechatronics Engineering and Systems Design Engineering), and Nanotechnology Engineering (jointly with the Departments of Chemistry and Chemical Engineering) draw the top students from across Canada. The department offers an outstanding research environment in two recently completed new buildings with world-class research laboratories. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. The University of Waterloo has been named the "Best Overall" university by reputation in Canada. It is located in the attractive two-university community in the Region of Waterloo (population of 450,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vitae, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at https://eceadmin.uwaterloo.ca/DACA. Applications will be accepted until the position is filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

■ **ELECTRICAL & COMPUTER ENGINEERING (VLSI CIRCUITS) — University of Waterloo.** The Department of Electrical and Computer Engineering, University of Waterloo, invites applications for a tenure-track/tenured faculty position at any rank (Assistant, Associate, or, in very special cases, Full Professor) in electronic design automation with expertise in one or more of the following areas: VLSI with special interests in circuits for biomedical applications or VLSI systems combining signal processing circuitry and sensor arrays. Applicants should have earned a doctoral degree in Electrical/Computer/Software Engineering, Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has more than 75 faculty members and has planned on expanding to more than 90 faculty members, making it one of the largest ECE departments in Canada. The graduate programs of the department attract outstanding Canadian and international applicants, with an enrolment of more than 500 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, Software Engineering (offered jointly with the David R. Cheriton School of Computer Science), Mechatronics Engineering (offered jointly with the Departments of Mechanical & Mechatronics Engineering and Systems Design Engineering), and Nanotechnology Engineering (jointly with the Departments of Chemistry and Chemical Engineering) draw the top students from across Canada. The department offers an outstanding research environment in two recently completed new buildings with world-class research laboratories. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. The University of Waterloo has been named the "Best Overall" university by reputation in Canada. It is located in the attractive two-university community in the Region of Waterloo (population of 450,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested can-

## Tenure-Track Positions
## Faculty of Arts

MEMORIAL UNIVERSITY

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the education and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to nearly 18,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities. With over 185 regular faculty members in 16 academic departments and a wide variety of interdisciplinary major, minor and diploma programs, the Faculty of Arts offers breadth, depth and diversity. Counting around 5000 students with declared majors or minors, and with strong graduate programs, the Faculty is committed to providing solid teaching and research support to new appointees. The Faculty of Arts houses, among other units, the Institute of Social and Economic Research (ISER), ISER Books and the Digital Research Centre for Qualitative Fieldwork. It is also home to outstanding archival collections, including the Maritime History Archive, the Folklore and Language Archive and the Native Language Archive. Memorial's Queen Elizabeth II Library has excellent holdings with the most extensive collection of journals in the region. **Please see http://www.mun.ca/arts/.**

**NOTE: All applications should quote the position number as listed.**

POSITION # VPA-ARTO-2010-001

### Stephen Jarislowsky Chair in Cultural Change in Rapidly Developing Modern Societies

Memorial University of Newfoundland invites applications for the **Stephen Jarislowsky Chair in Culture Change in Rapidly Developing Modern Societies.** The Chairholder will be appointed to a tenure-track position at the Associate Professor rank in a relevant department within the Faculty of Arts. The Jarislowsky Chair will be held for an initial five-year term and may be renewed. We seek candidates with a demonstrated capacity for excellence in research and teaching, and who are becoming internationally recognized in their field. The successful candidate will possess the experience or potential for creating a dynamic research program that includes graduate recruitment and supervision. The Chairholder will be expected to promote interdisciplinary research and teaching, and provide leadership in advancing research in the areas of culture change and immigration, and develop strong government and community partnerships with academic institutions in this field.

The Jarislowsky Foundation has established 20 different research and teaching chairs at universities across Canada. The Jarislowsky Chair at Memorial University was created to fund and promote research in the areas of global and local cultures, immigration, diasporas, demographic change, cultural change and strategies for immigrant retention and integration. The Chair will be supported by the Jarislowsky Foundation Culture Change Endowment fund and by an Advisory Committee composed of faculty members from Memorial and other universities, the Jarislowsky Foundation board, and other funding partners.

Applicants should submit a full curriculum vitae, a detailed statement of present and future research interests, a one-page synopsis of their vision for the Jarislowsky Chair, copies of their three most important writings and a teaching dossier. In addition, three confidential letters of recommendation should be sent under separate cover. The closing date for all materials is **January 14, 2011** and they should be directed to: **Dr. Noel Roy, Dean, Faculty of Arts, Memorial University, St. John's, NL, A1C 5S7, Canada (email: arts@mun.ca).** This tenure-track position will normally commence July 1, 2011.

POSITION # VPA-PHIL-2010-001

### Tenure-Track Position, Department of Philosophy

The Department of Philosophy invites applications for a tenure-track position. The preferred areas of specialization are **Ethics and Social and Political Philosophy.** Ideally, the candidate would also contribute to existing departmental research strengths in Metaphysics and the Philosophy of Religion, Kant and Post-Kantian European Philosophy. Areas of competence: open.

Please send CV, a letter of application, evidence of teaching experience, samples of published work, and three reference letters to: **Dr. J. Bradley, Head, Department of Philosophy, Memorial University of Newfoundland, St. John's, NL, A1C 5S7. Phone: (709) 864-8336; fax (709) 864-2187; email: jbradley@mun.ca.**

This tenure-track position will normally commence July 1, 2011, subject to budgetary approval, and will be made at the rank of Assistant Professor. A completed earned doctorate (or recognized terminal qualification in the discipline) is required for the appointee to receive the rank of Assistant Professor and to be in a tenure-track position. (If a successful candidate has not completed an earned doctorate, he/she shall be appointed to a regular term, non-renewable three-year appointment at the rank of Assistant Professor. If the candidate completes all the requirements for the doctorate during the first 24 months of the term appointment, he/she shall begin a tenure-track appointment following completion of the requirements of the degree.). The application must provide evidence of excellence in teaching and research. Applications should reach the Head no later than **January 31, 2011.**

Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority.

# CAREERS CARRIÈRES

didates should send a curriculum vita, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at https://eceadmin.uwaterloo.ca/DACA. Applications will be accepted until the position is filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

■ **ENGINEERING DESIGN — University of Toronto.** The Department of Mechanical & Industrial Engineering at the University of Toronto invites applications for the Chalmers' Chair in Engineenng Design. The appointment will be a tenure track or tenured academic position at the Associate Professor or Full Professor rank respectively, starting July 1, 2011. The successful candidate should have a minimum of 5–10 years relevant experience following the successful completion of post graduate studies in the PhD field. This experience could comprise a dynamic mix of academic research pursuits and teaching and or industrial design practice with recognized achievement among peers in the design field. Applicants must have a doctoral degree in engineering (or related discipline), an outstanding academic and research record including refereed publications, possibly patents and demonstrated teaching ability. Duties will include research, undergraduate and graduate teaching and administrative responsibilities with particular emphasis on design initiatives. Evidence of excellence in teaching and research is necessary. The successful candidate will be required to provide effective leadership in the promotion and the building of public awareness of the value of design activities to the engineering education process and its impact on society. The responsibilities of the Chair will extend to the building of successful partnerships with external agencies and industry leading to the development of wealth creation opportunities through design innovation. 1. Salary is commensurate with qualifications and experience; 2. Applicants should include in their responses: a detailed curriculum vitae; a clear statemenf of specific teaching and research interests; and the names of three persons able to provide references in support of their application; 3. The closing date for applications is January 31, 2011; 4. We strongly encourage you to submit your application online at www.jobs.utoronto.ca/faculty, Job#1000984. If you are unable to apply online, please submit your application to: Prof. J.W. Zu, Chair, Department of Mechanical & Industrial Engineering, University of Toronto, 5 King's College Road, Toronto, ON, M5S 3G8; Or by e-mail to: chair@mie.utoronto.ca. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **ENGLISH — Saint Mary's University.** The Department of English at Saint Mary's University invites applications for a tenure-track position at the rank of Assistant Professor in the field of Literature and Culture of the Black Atlantic. The successful candidate will hold a PhD. The appointment will begin on 1 July 2011, subject to final budgetary approval. Saint Mary's University is uniquely committed to serving the local, regional, national and international communities, and integrating such activity as part of learning environment for undergraduate and graduate students. The Faculty of Arts is particularly interested in scholars with creative approaches to undergraduate education whose teaching in the Department can also contribute to its interdisciplinary programs. Applicants are encouraged to consult faculty web pages to determine how, as potential hires, they might enrich our intellectual community. http://www.smu.ca/academic/arts/department. Applicants should submit a letter of application, a curriculum vitae, a teaching dossier, including evidence of teaching effectiveness, a sample of recent scholarly writing, graduate school transcripts, and names and contact information of three referees to: Dr. Michael J. Larsen, Chairperson, Department of English, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Electronic applications will not be considered. The closing date for applications is February 15, 2011. Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity.

■ **ENGLISH (MODERN/CONTEMPORARY AMERICAN LITERATURE & CULTURE) — Saint Mary's University.** The Department of English at Saint Mary's University invites applications for a tenure-track position at the rank of Assistant Professor in the field of Modern and Contemporary American Literature and Culture. The successful candidate will hold a PhD by the time of the appointment. The appointment will begin on July 1, 2011, subject to final budgetary approval. Saint Mary's University is uniquely committed to serving the local, regional, national and international communities, and integrating such activity as part of learning environment for undergraduate and graduate students. The Faculty of Arts is particularly interested in scholars with creative approaches to undergraduate education whose teaching in the Department can also contribute to its interdisciplinary programs. Applicants are encouraged to consult faculty web pages to determine how, as potential hires, they might enrich our intellectual community. http://www.smu.ca/academic/arts/department. Applicants should submit a letter of application, a curriculum vitae, a teaching dossier, including evidence of teaching effectiveness, a sample of recent scholarly writing, graduate school transcripts, and names and contact information of three referees to: Dr. Michael J. Larsen, Chairperson, Department of English, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Electronic applications will not be considered. The closing date for applications is January 14, 2011. Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity.

■ **ENVIRONMENT & RESOURCE STUDIES — University of Waterloo.** Department of Environment and Resource Studies (ERS), University of Waterloo, invites applications for a tenure-track position at the Assistant Professor rank, in the area of social aspects of water resources. We seek candidates who can contribute to ERS's transdisciplinary focus on sustainability and resilience and who can participate in the activities of the newly created Interdisciplinary Water Institute. Applicants should have demonstrated expertise in the social aspects of water resources. A combination of expertise in one or more of the following areas is particularly desirable: demand management approaches to sustainable water futures, particularly in the built environment; societal and stakeholder perceptions of, and relationships to, water and water management; gender roles in water management. International perspectives and experiences also are desirable. The successful candidate will have a strong commitment to teaching in one or more of these areas. For four decades, ERS (www.environment.uwaterloo.ca/ers) has promoted and advanced transdisciplinary approaches to human-environment relations. Three broad conceptual themes guide the department's teaching, learning, and scholarly activities: 1. assessing the theoretical foundations and practical implications of progress toward a sustainable society, and application of this analysis as a broad context for specific work; 2. understanding socio-ecological interrelations as dynamic complex systems vulnerable to being over-stressed by human activities and; 3. examining conventional and alternative social arrangements, including institutions and tools of governance, as means of improving human wellbeing and environmental responsibility; 4. In addition to an undergraduate programme that admits over 100 students annually, the department offers a master's by thesis and doctoral degrees (combined admission of about 24 students annually). The University of Waterloo offers many opportunities for collaboration. ERS is part of the Faculty of Environment, which also includes four other academic units (www.environment.uwaterloo.ca). The Faculty is distinguished by interdisciplinarity in its commitment to undergraduate and graduate education, strong research activity, and community outreach. ERS has important ties with the University's new Water Institute (http://water.uwaterloo.ca), an interdisciplinary hub that facilitates innovative research, education, and training on sustainable use and management of water resources in Canada and around the world. ERS is also an active participant in UW's Centre for Ecosystem Resilience and Adaptation, Interdisciplinary Centre on Climate Change, the Waterloo Institute for Complexity and Innovation, and the Waterloo Institute for Sustainable Energy. Applicants should have: a PhD or equivalent, an active fundable research program in the social aspects of water resources that is relevant to the department's transdisciplinary approach to environmental studies, a record of publication in relevant peer-reviewed journals, and a demonstrated commitment to high quality teaching at all levels. He or she will supervise undergraduate and graduate thesis work. Applicants should submit a letter of application stating career objectives, approach to learning and teaching, and research goals. Applicants must include with the letter of application a current curriculum vitae, and names and addresses of four referees. Review of applicatlons will begin in January 2011. The application should be sent to: Ms. Lynda Connolly, Administrative Assistant, Department of Environment and Resource Studies, University of Waterloo, Waterloo, Ontario, N2L 3G1. Direct fnquiries to Ms. Connolly at telephone: 519-888-4567 ext. 32784, fax: 519-746-0292, or connolly@uwaterloo.ca. Salary range will be commensurate with qualifications and experience. The appointment will be effective January 1, 2012. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native persons, and individuals with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

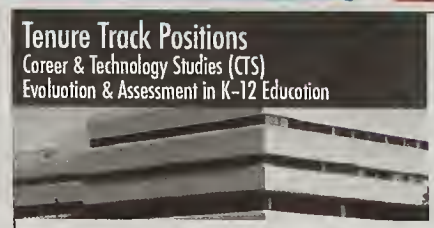
■ **ENVIRONMENTAL HEALTH SCIENCES — University of Alberta.** The School of Public Health, University of Alberta, is seeking to recruit a tenure-track assistant or associate professor in food microbiology. The successful candidate will be expected to conduct research as well as teach and supervise master's and doctoral students. A PhD with relevant postdoctoral experience is required. Candidates must also have a track record of independent research, prior success in peer-reviewed grant applications and a demonstrated aptitude for teaching graduate courses in food microbiology, exposure assessment and/or environmental sciences. Significant opportunities exist for research funding and involvement in a wide range of public health research in the School of Public Health. The School's faculty includes three Canada Research Chairs in addition to several recipients of salary awards from the Alberta Heritage Foundation for Medical Research and the Canadian Institutes of Health Research. The University of Alberta encourages interdisciplinary research; the incumbent will have the opportunity to interact with investigators in the Faculties of Science, Medicine and Dentistry, Agricultural Life and Environmental Sciences, and the Alberta Veterinary Research Institute. Please visit www.publichealth.ualberta.ca for further information.Applications, including a curriculum vitae, a statement of research interests, a teaching dossier and/or statement of teaching philosophy, and the names of three references should be sent by December 15, 2010; however applications will be accepted until the position is filled. The University of Alberta is a leading research-intensive Institution in Edmonton, Alberta, Canada. To complement a challenging and fulfilling professional career, Edmonton and Alberta present diverse cultural, recreational and social offerings in an attractive economic background. For further information, visit www.ualberta.ca. Interested applicants may apply online at: www.careers.ualberta.ca/Competition/A1098128E1. Dr. S. Stachenko, Dean,School of Public Health, 3-04 University Terrace, Edmonton, Alberta, Canada, T6G 2T4; Fax: (780) 492-0364; Email: recruitment@sph.ualberta.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **ENVIRONMENTAL STUDIES — University of Victoria.** The School of Environmentaf Studies at the University of Victoria, located in the Faculty of Social Sciences, invites applications for an entry-level, tenure-track position in the area of Political Ecology to begin on July 1, 2011. We seek political ecology to be an interdisciplinary examination of the underlying sources of environmental challenges, and seek a candidate familiar with critical theory and environmental change. The successful applicant will have demonstrated a clear understanding of the complex environmental challenges involving the interaction of social and biophysical systems, a proven track record of high caliber research and a strong commitment to undergraduate teaching and graduate supervision. The applicant will be able to engage a range of environmentaf issues and approaches which could include: environmentaf governance, ecological economics, environmental history and philosophy, Indigenous Peoples' rights and environments, environmental social movements and community development. The School of Environmental Studies http://web.uvic.ca/enweb/ is supported by three pillars of scholarship: ethnoecology, ecological restoration and political ecology. These distinctive inter-disciplines overlap thoroughly in our research, graduate research programs, and combine fn emerging areas of concentration such as sustainable food systems and energy systems. We are a relatively small group and depend on close cooperation, mutual respect and camaraderie for our flourishing. Applicants should have a completed PhD, a demonstrated record of teaching excellence, and a relevant active research program. Applications should include a cover letter, curriculum vita, evidence of teaching excellence, and names and contact information for three references. Letters of application, CVs, and names (including contact information) of three referees should be sent via e-mail (.pdf) or hardcopy (mail or courier) to Dr. Peter Stephenson at the address below. Applications deadline is January 10, 2011. Dr. Peter Stephenson, School of Environmental Studies, University of Victoria, PO Box 1700 STN CSC, Mathematics Building, 3800 Finnerty Road, Victoria, BC, V8W 2Y2; Telephone: +1 250-472-5070; Email: ses@uvic.ca The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, Aboriginal Peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply; in accordance with Canadian fmmigration requirements, Canadians and permanent residents will be given priority.

■ **ÉTUDES FRANÇAISES — Université de Waterloo.** Le Département d'études françaises de l'Université de Waterloo sollicite des candidatures pour un poste de professeur(e) adjoint(e), menant à fa permanence et ayant pour date d'entrée en fonction le 1er juillet 2011. Le/la candidat(e) idéal(e) Donné(e) doit avoir un doctorat en études françaises, avec spécialisation en littérature et culture québécoises. Les candidat(e)s doivent avoir de l'expérience dans le domaine de l'étude des nouveaux médias ou faire preuve d'intérêt pour l'utilisation de l'fnformatique en sciences humaines. Les candidat(e)s doivent avoir une excellente maîtrise du français et une connaissance adéquate de l'anglais. La personne choisie devra contnbuer aux efforts de recherche du département et enseignera des cours au niveau des 1er, 2e et 3e cycles. Par son très grand sens de l'innovation, l'Université de Waterloo offre un milieu extrêmement favorable au développement professlonnel et personnel. Composante de la Faculté des Arts, le Département d'études françaises de l'Université de Waterloo attache besucoup d'importance à l'excellence en matière d'en enseignement. Prière de faire parvenir directement, avant le 15 décembra 2010, une lettre d'intention, un curriculum vitae, trois lettres confidentielles de recommandation, et tout document relatif à vos réalisations dans l'enseignement à l'adresse suivante: M. Guy Poirier, Directeur, Département d'études françaises, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Télécopieur:(519) 725-0554. Courriel: poirier @uwaterloo.ca. Tous les candidats qualifiés sont invités à soumettre leur candidature; cependant, priorité sera accordée aux citoyens canadiens et aux résidents permanents du Canada. L'Université de Waterloo encourage les candidatures de toutes les personnes qualifiées, y compris les femmes, les membres de minorités, fes autochtones et les personnes handicapées. L'attribution de ce poste dépendra des fonds disponibles.

## F

■ **FINE ARTS (TENURE-TRACK PRINT MEDIA) — University of Waterloo.** The Department of Fine Arts at the University of Waterloo invites applications for a tenure-track position at the rank of Assistant Professor in Print Media. Applicants should have a demonstrated ground in the theory and practice in printmaking, and a desire to pursue extended approaches fn Pnnt Media appropnate to cross-disciplinary contemporary art practice. The successful candidate will have a thorough understanding of contemporary theoretical and critical issues, and a demonstrated ability to fntegrate this knowledge into studio teaching at both the undergraduate and graduate levels. In addition to teaching print media, the successful candidate will have a demonstrated ability to teach contemporary critical issues and at least one other studio discipline, such as drawing, sculpture or digital fmaging. Interest and ability to supervise graduate students in studio research and to contribute to the pedagogy of the Graduate Scminar will be considered important assets. We are seeking a person with the energy, enthusiasm and vision to explore cross-disciplinary interaction with other faculties and departments. Applicants should have an active artistic practice of national or International significance. Commitment to excellence in teaching, collegiality and a willingness to contribute to the community life and ongoing evolution of the department are equally important qualities. The Department of Fine Arts offers a collegial atmosphere in a small, vibrant department within a renowned, innovative university. While the primary focus of the department is in Studio Art, we offer full degree programs in Art History and Film Studies. The Waterloo Region is a culturally active community and home to a number of institutions including Kitchener Waterloo Art Gallery, Perimeter Institute for Theoretical Physics, Cambridge Galleries




The Faculty of Education at the University of Lethbridge seeks to fill two tenure-track positions at the rank of Assistant or Associate Professor.

These appointments carry the following key expectations:

- Fluency with current theories and practices in areas of expertise
- Engagement in scholarly or creative work
- Contribution to the undergraduate program, including teaching undergraduate courses and supervising pre-service practicum students
- Contribution to the graduate teaching program, including teaching graduate courses and supervising graduate student research

### Career & Technology Studies

**Qualifications** include a doctoral degree completed or near completion, preferably in Career and Technology Studies or a related area; a minimum of two years successful K–12 classroom teaching experience; eligibility for teacher certification in Alberta (B.Ed. or equivalent); and a broad background in Career and Technology Studies. The ability to integrate communications technology into the teaching and research repertoire will likewise strengthen applications for this position. Applicants are encouraged to indicate other areas of expertise relevant to teaching and research in education including, but not limited to, Instructional Technology and Research Methodologies. The successful candidate will demonstrate exemplary teaching skills, a strong commitment to research and publication, and the ability to develop and maintain relationships with school systems.

### Evaluation & Assessment in K-12 Education

**Qualifications** include a doctoral degree completed or near completion in Evaluation and Assessment; a minimum of two years successful K–12 classroom teaching experience; eligibility for teacher certification in Alberta (B.Ed. or equivalent); and a broad background in evaluation and student assessment. The ability to integrate communications technology into the teaching and research repertoire will likewise strengthen applications for this position. Applicants are encouraged to indicate other areas of expertise relevant to teaching and research in education including, but not limited to, Quantitative Research Methodologies and Educational Psychology. The successful candidate will demonstrate exemplary teaching skills, a strong commitment to research and publication, and the ability to develop and maintain relationships with school systems.

**Academic Setting:** Lethbridge is one of the warmest and sunniest cities in Canada with almost 2,400 hours of sunshine per year. Located in southern Alberta, it is two hours south of Calgary and one and a half hours north of Montana. With a population exceeding 85,000 and close proximity to Banff National Park and Waterton Lakes National Park, it is an excellent place to live and work that offers a wide range of recreational and cultural facilities.

**Applications**, which must be accompanied by a curriculum vitae and the names of three references, should be sent to **Dr. Craig Laewen, Interim Dean, Faculty of Education, University of Lethbridge, 4401 University Drive, Lethbridge, AB, T1K 3M4** Electronic applications are welcomed and may be sent to **darcy.mckenna@uleth.ca**. Applicants are encouraged to apply eorly as the first review of applications will be conducted in **late January 2011** For further information about the Faculty of Education visit our website at http://www.uleth.ca/education.

**Employment Equity:** This positian is open to all qualified applicants although preference will be given to Canadian citizens and permanent residents of Canada. The University is an inclusive and equitable campus encouraging applications from qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

THE UNIVERSITY OF BRITISH COLUMBIA

DEPARTMENT OF **MECHANICAL ENGINEERING**

## Assistant Professor
### Applied Thermodynamics

The Department of Mechanical Engineenng at the University of British Columbia seeks an outstanding individual for a tenure-track position at the Assistant Professor level in the broad area of Applied Thermodynamics (including, but not limited to, engines, fuel cells, other renewable energy systems, and green buildings). The starting date will be July 2011, or as soon as possible thereafter.

The ideal candidate will complement our existing strengths and develop an internationally recognized, externally funded research program. Applicants must have either demonstrated or possess a clear potential and interest in achieving excellence in teaching, and provide service to the University and community. Industrial experience is an asset. She/he will hold a Ph.D. degree or equivalent in Mechanical Engineering or a closely related field and will be expected to register as a Professional Engineer in Bntish Columbia.

Further information on the department is available at www.mech.ubc.ca, and information on the employment environment in the Faculty of Applied Science is available at www.apsc.ubc.ca/careers.

The University of British Columbia hires on the basis of merit and is committed to employment equity UBC is strongly committed to diversity within its community and especially welcomes applications from women, visible minonty group members, Abonginal persons, persons with disabilities, persons of any sexual orientation and gender identity, and others who may contribute to further diversification of ideas All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given pnonty.

Applicants should submit a cumculum vitae, a statement (1–2 pages) of technical and teaching interests and accomplishments, and names and addresses (fax/e-mail included) of four referees. Applications should be submitted online at **http://hr.ubc.ca/careers/faculty.html**.

The closing date for applications is **January 15, 2011** Please do not forward applications by e-mail.

# CAREERS CARRIÈRES

and the Canadian Clay and Glass Gallery. Applicants must hold an MFA, PhD or equivalent and possess an established exhibition record in addition to a record of teaching experience at the post-secondary level. Applicants should include in their response: 1. A teaching philosophy (one page); 2. A statement of research interests (one page); 3. A short (one page) statement on the current state of print media as it relates to the broader field of contemporary art practice; 4. CV detailing educational and professional background, exhibition history and teaching experience; 5. A portfolio of 15 slides or images (please review submitting digital material on our web site http://www.finearts.uwaterloo.ca/digitalMaterial.html); 6. The names and contact information of at least three persons who may be contacted regarding the candidate's qualifications. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. The appointment is subject to final budgetary approval. Please send hard copy application only, to: Professor Bruce Taylor, Chair, Department of Fine Arts, East Campus Hall University of Waterloo, 200 University Ave West, Waterloo, ON, N2L 3G1. The department will continue to accept applications until the position is filled

■ **FRENCH (MODERN LANGUAGES) — Saint Mary's University.** The Department of Modern Languages and Classics at Saint Mary's University invites applications for a Lecturer position in French, commencing July 1, 2011. We seek candidates who excel in, and exhibit a deep commitment to, undergraduate teaching at the introductory level. The successful candidate will teach French language courses primarily at the 1000- and 2000-levels, and occasionally high enrollment Francophone culture courses in English, depending on the Departmental needs. The teaching load associated with this position consists of four full-course equivalents during the academic year and one full-course equivalent in the summer sessions. In terms of service responsibilities, the successful candidate will be primarily responsible for undergraduate student advising, outreach and promotion of the Department's programs. Candidates should have, at minimum, a teaching record of success in teaching university students, and a master's degree, or considerable work toward a doctoral degree. Applicants should also possess native or near-native fluency in French and English, and be familiar with French education in the Canadian university context. Rather than engaging in research, lecturer-stream faculty are expected to engage in scholarship that enhances teaching and service. Applicants should have an interest in a teaching-centered career and apply with the understanding that this lecturer-stream position cannot be converted into a research-oriented, tenure-track position at a later time. For more details, please refer to: http://www.smu.ca/administration/hr/collective.html. Applicants are asked to submit a cover letter highlighting the congruence between their career aspirations and the nature of the Lecturer position, a curriculum vitae, a teaching portfolio including a statement of teaching philosophy, article reprints and/or any other documentation demonstrating dedication to teaching excellence. Applicants should also provide the names, addresses and contact information for at least three referees who are in a position to describe the candidate's suitability for this position. Application packages should be sent directly to: Dr. Sophie Beaulé, Chairperson, Department of Modern Languages and Classics, Saint Mary's University, Halifax, Nova Scotia, B3H3C3 Applicants are responsible for ensuring that their files are complete. The deadline for completed applications is January 21, 2011. Saint Mary's University is committed to serving the local, regional, national, and international communities, and integrating such activity into the learning environment for undergraduate and graduate students. Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is also committed to principles of employment equity.

■ **FRENCH STUDIES — University of Waterloo.** The Department of French Studies invites applications for a tenure-track appointment at the assistant professor level, commencing July 1, 2011. The successful candidate will hold a PhD in French Literature, with a specialization in Québec literature and culture. Candidates should display an interest or experience in humanities computing and New Media Studies. Candidates must have a native or near-native knowledge of French and a good command of English. Duties will include the teaching of graduate and undergraduate courses, and participation in departmental research and outreach initiatives. As Canada's most innovative university, the University of Waterloo offers tremendous opportunities for professional and personal development. Within the Faculty of Arts, the Department of French Studies at the University of Waterloo is dedicated to excellence in research and teaching at both the undergraduate and graduate levels. Applications, including a cover letter, curriculum vitae, three confidential letters of recommendation, and evidence of successful teaching, should be sent directly, no later than December 15, 2010, to: Dr. Guy Poirier, Chair, Department of French Studies, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Fax: (519) 725-0554 E-mail: poirier@uwaterloo.ca. All qualified applicants are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. The appointment is subject to the availability of funds.

## G

■ **GEOGRAPHY (HUMAN GEOGRAPHY/INTERNATIONAL DEVELOPMENT STUDIES) — University of Guelph.** The Department of Geography at the University of Guelph invites applications for a tenure-track position in Human Geography and International Development Studies at the Assistant Professor level. Applicants should have a strong social science background and possess expertise that complements and extends the Department's teaching and research capacity. In addition to core contributions within the Department of Geography the successful candidate will participate in the University's collaborative International development studies program (CIDS) as part of this appointment. Particular consideration will be given to candidates whose training and current activities reside in one or more of the following areas: political ecology, human dimensions of environmental change, social justice, and sustainable livelihoods. The successful candidate must have a PhD in Geography or a closely related discipline, a record of scholarly research, and a demonstrated commitment to excellence in teaching. The appointee will contribute to undergraduate and graduate teaching programs, advise graduate students, and develop a strong, externally funded research program. The position will commence July 1, 2011. An application, including a statement of research interests (3 pages maximum), curriculum vitae and the names of three referees, should be submitted in writing no later than January 14, 2011 to: Dr. J. Smithers, Chair, Department of Geography, College of Social and Applied Human Sciences, University of Guelph, Guelph, Ontario, Canada, N1G 2W1. Electronic (e-mail) submissions will not be accepted. Information about the Department can be found at http://www.uoguelph.ca/geography. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to equity in its policies, practices, and programs, supports diversity in its teaching, learning and work environments, and ensures that applications for members of underrepresented groups are seriously considered under its employment equity policy. All qualified individuals who would contribute to the further diversification of our University community are encouraged to apply.

■ **GEOGRAPHY (PHYSICAL GEOGRAPHY & ENVIRONMENTAL ANALYSIS) — University of Guelph.** The Department of Geography at the University of Guelph invites applications for a tenure-track position in Physical Geography and Environmental Analysis at the Assistant Professor level. Applicants should have a strong natural science background and possess expertise that contributes to the Department's research and teaching programs in physical and environmental geography and supports, in particular, existing strengths in the fields of Environmental Geoscience and Geomatics. Qualified applicants will possess formal training in one of more of the following areas of specialization: Geomorphology, Sedimentary Processes, and Environmental Systems Analysis. The Department values equally the application of these scholarly fields in either domestic or international settings. The successful candidate must have a PhD in Geography or a closely related discipline, a record of scholarly research, and a demonstrated commitment to excellence in teaching. The appointee will be expected to contribute to undergraduate and graduate teaching programs, advise graduate students, and develop a strong, externally funded research program. The position will commence July 1, 2011. An application, including a statement of research interests (3 pages maximum), curriculum vitae and the names of three referees, should be submitted in writing no later than January 14, 2011 to: Dr. J. Smithers, Chair, Department of Geography, College of Social and Applied Human Sciences, University of Guelph, Guelph, Ontario, Canada, N1G 2W1. Electronic (e-mail) submissions will not be accepted. Information about the Department can be found at http://www.uoguelph.ca/geography. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to equity in its policies, practices, and programs, supports diversity in its teaching, learning and work environments, and ensures that applications for members of underrepresented groups are seriously considered under its employment equity policy. All qualified individuals who would contribute to the further diversification of our University community are encouraged to apply.

■ **GEOTECHNICAL ENGINEERING — University of Waterloo.** The Department of Civil & Environmental Engineering at the University of Waterloo invites outstanding individuals to apply for a tenure-track position in the area of Geotechnical Engineering at the rank of Assistant or Associate Professor. Candidates are sought with a strong background in numerical simulation, rock mechanics, physical modelling or testing, soil-structure interaction, or material characterization. The successful candidate must complement the Geotechnical Engineering and Geomechanics Research Group which presently includes faculty with interests in micro-mechanics, geomechanics, analysis and design of buried infrastructure, geomaterial characterization, non-destructive testing, catastrophic landslides, geohazards, and geo-environmental engineering. Applicants with a PhD in Civil Engineering or a closely related field will be considered. Applicants should be eligible for Professional Engineering registration in the Province of Ontario. Applicants must have a demonstrated ability or have clear potential for excellence in teaching and research. Industrial experience is desirable but not a requirement. The successful applicant is expected to have excellent communication skills, to be able to supervise graduate students and secure research funding, and to teach undergraduate and graduate courses in a wide range of geotechnical subjects. These include soil mechanics, foundation engineering, numerical modelling, and earth structures engineering. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. Interested candidates are invited to submit a detailed curriculum vitae, a statement of career objectives, and the names, addresses, E-mail addresses, telephone and FAX number of at least three references. Send to: Professor Neil R. Thomson, Chair, Department of Civil & Environmental Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Further information is provided at the department web site (http://www.civil.uwaterloo.ca/). Applications will be considered at any time until the position is filled.

■ **GESTION — Université McGill.** La faculté de gestion Desautels est à la recherche de candidats pour des postes de professeur agrégé/adjoint donnant accès à la permanence, pour des termes limités de professeur adjoint (catégorie spéciale) et de professeur invité dans les domaines de la comptabilité, finance, systèmes d'information, marketing, gestion de la production, comportement organisationnel et politique générale des entreprises. Les candidats possèdent une solide expérience de la recherche ou ont le potentiel de s'y consacrer, ainsi qu'une bonne expérience de l'enseignement. Les candidats au poste de professeur adjoint sont titulaires d'un doctorat ou en instance de le terminer dans l'année. Salaire et échelon sont fonction des qualifications et de l'expérience de recherche des candidats. La faculté de gestion Desautels compte 90 professeurs à plein temps et offre des programmes de baccalauréat en commerce, de MBA et de PhD. Faites parvenir votre candidature, ainsi que trois (3) lettres de références et diplômes (copies) obtenus au Vice-doyen — affaires académiques, Faculté de gestion Desautels, 1001, rue Sherbrooke ouest, Montréal, Québec, H3A 1G5, avant le 31 janvier 2011. Conformément aux exigences prescrites en matière d'immigration au Canada, toutes les personnes qualifiées sont invitées à postuler, la priorité étant toutefois accordée aux citoyens canadiens et aux résidents permanents. L'Université McGill s'engage à respecter les politiques de non-discrimination et d'équité en matière d'emploi. L'Université McGill invite les Autochtones, les membres des minorités visibles et ethniques, les personnes handicapées, les femmes, les personnes d'une minorité en termes d'identité ou d'orientation sexuelle ou de toute autre minorité découlant d'une diversification subséquente à lui soumettre leur candidature.

## H

■ **HISTORY (CANADIAN HISTORY) — Mount Saint Vincent University.** Tenure-Track appointment in History (Canadian History) at Mount Saint Vincent University please visit our website http://www.msvu.ca/en/home/aboutus/careers/currentopenings/Full-time Academic_positions/default.aspx or see the Display ad in current Bulletin.

■ **HISTORY (MODERN EUROPEAN HISTORY) — University of Western Ontario.** The Department of History invites applications for exceptional scholars for one limited term position (July 1, 2011–April 30, 2012) at the Assistant Professor level in following: Modern European History. HIS•MEJ. Applicants must have a PhD in History, a strong record of scholarly publication, and some university-level teaching experience in his or her subject area. Preference will be given to applicants with expertise in the area of Jewish History. The Department is especially interested in scholars who have research and teaching strengths coincident with those of the Department. 1. Culture and Society; 2. Business and Economy; 3. International Relations, Warfare and Conflict; 4. Technology, Health and the Environment. The teaching workload for this position will be the equivalent of 4.0 courses. Candidates should send a letter of application, a curriculum vitae (including evidence of teaching performance), and three letters of reference to: Professor Margaret McGlynn, Acting Chair, Department of History, The University of Western Ontario, Social Science Centre 4328, London, Ontario, N6A 5C2; Tel: (519) 661-3647; Fax (519) 661-3010; No e-mails will be accepted. PLEASE QUOTE THE ABOVE JOB INDICATOR WHEN APPLYING. The deadline for applications is March 1, 2011. All positions are subject to budgetary approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **HUMAN DISPLACEMENT & INTERNATIONAL MIGRATION (CRC) — University of Western Ontario.** The Department of Anthropology invites applications for a Tier II Canada Research Chair in Human Displacement and International Migration. The candidate must hold a PhD obtained within the last ten years, and will be an outstanding emerging scholar who has demonstrated innovation with the potential to achieve international recognition within five to ten years. The candidate must propose an original research program that will attract funding and excellent graduate students. The competition is open to


University of Regina

## Faculty Positions Available

The University of Regina is a university on the move, striving for excellence in its innovative academic, research, and community service pursuits. The University is building on its strengths and looking to the future in areas as diverse as culture and heritage, energy and environment, informatics, health, and social justice. It enjoys constructive relationships with three federated colleges, with all levels of government, and with business, research, and community partners. With more than 12,000 students, and over 2,500 permanent and casual faculty and staff, and an operating budget of $112 million, the University of Regina is committed to being a great place to study and work.

**FACULTY OF BUSINESS ADMINISTRATION**
**Tenure-Track Position**
Human Resource Management, Organizational Behaviour and/or Business Strategy (1)

**FACULTY OF FINE ARTS**
**Tenure-Track Positions**
Lab Instructor in Media Production (1), Media Studies (1), Creative Technologies in Audio Art (1)

For detailed descriptions on these positions, please visit **www.uregina.ca/hr/careers**

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Regina is committed to achieving a representative workforce and qualified diversity group members are encouraged to self identify on their applications.

University of Regina
3737 Wascana Parkway
Regina, Saskatchewan S4S 0A2
**www.uregina.ca**



RYERSON UNIVERSITY

concept to creation

Located in the heart of Toronto, the largest and most culturally diverse city in the country, Ryerson University is committed to diversity, equity and inclusion. The University is known for innovative programs built on the integration of theoretical and practically oriented learning. Our undergraduate and graduate programs are distinguished by a professionally focused curriculum and strong emphasis on excellence in teaching, research and creative activities. Ryerson is also a leader in adult learning, with the largest university-based continuing education school in Canada.

## FACULTY POSITIONS

Faculty of Engineering, Architecture and Science

### Department of Civil Engineering

The Department of Civil Engineering has 19 faculty members, over 500 undergraduate students pursuing an accredited Bachelor of Engineering degree, and over 150 graduate students at the master's and doctoral levels. The Department offers a graduate and undergraduate curriculum that encompasses the areas of structural, geotechnical, transportation, geomatics, environmental and construction engineering. The Geomatics option is unique in Canada. Additionally, current faculty members in Transportation Engineering specialize and supervise graduate students in the areas of geometric design, traffic operations and road safety. The Department is also taking the lead in a proposal for a new faculty-based Centre for Advanced Infrastructure Development and Management. More information about the Department and its academic programs is available on its website at www.ryerson.ca/civil.

### Geomatics/Civil Engineering

The Department invites applications for a tenure-track, multidisciplinary faculty position in Geomatics/Civil Engineering, at the Assistant Professor rank, commencing August 1, 2011, subject to budgetary approval. Responsibilities include teaching, supervising student research at the master's and doctoral levels, attracting external research funds, and liaising within the industry. The successful candidate will possess the passion, drive and dedication to help the Department achieve the goals and objectives outlined in the University's strategic plan and achieve the goal to initiate a unique, multidisciplinary research Centre for Advanced Infrastructure Development and Management. Applicants must have a PhD in Geomatics/Civil Engineering, specializing in remote sensing, with strong civil engineering applications in areas such as water resources, structural health monitoring and transportation systems. The successful candidate is expected to have excellent teaching and research skills. Relevant industrial and academic experience will be an asset.

### Transportation Engineering

The Department invites applications for a tenure-track appointment in Transportation Engineering, at the Assistant Professor rank, commencing August 1, 2011, subject to budgetary approval. The successful candidate must have exceptional teaching and research qualifications, and be eligible for strong consideration for a Tier 2 Canada Research Chair (www.chairs-chaires.gc.ca). The successful candidate will be expected to teach effectively at the undergraduate and graduate levels, supervise graduate students, participate in other educational, scholarly and professional activities, liaise within the industry, and undertake research in one or more of the following areas: intelligent transportation systems, transportation planning, and public transportation. Applicants must have a Ph.D. in the field of Transportation Engineering and a basic degree in Civil Engineering.

Registration, or eligibility for registration, as a Professional Engineer in Ontario is mandatory for both positions. Interested candidates are asked to submit an electronic application consisting of a detailed resume, a brief statement of research and teaching interests, and the names and addresses of three referees to: Dr. Hesham Marzouk, Chair, Department of Civil Engineering, Ryerson University, 350 Victoria Street, Toronto, Ontario, Canada, M5B 2K3. E-mail: civilchair@ryerson.ca. The review of applications will start on December 6, 2010 and will continue until the positions are filled.

These positions fall under the Ryerson Faculty Association (www.ryerson.ca/~rfa) jurisdiction. For details on the Ryerson Faculty Association Collective Agreement and the University's RFA Benefits Summary, please visit www.ryerson.ca/teaching/employment_resources/rfe.html and www.ryerson.ca/hr/working/etoolkit/benefits/rfa/ respectively.

*Ryerson University has an employment equity program and encourages applications from all qualified individuals, including Aboriginal peoples, persons with disabilities, members of visible minorities and women. Members of designated groups are encouraged to self-identify. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.*

ENGINEERING | ARCHITECTURE | SCIENCE

# CAREERS CARRIÈRES

both Canadian and international candidates. Various forms of human displacement have triggered both voluntary and involuntary migration at an international scale and are matters of broad public concern and scholarly interest. We seek a researcher whose work sheds light in both theoretical and ethnographic terms on the processes driving such migration and the consequences of such movement. The ideal candidate will mobilize established strengths in our specialization on Borders, Identities and Mobility and bo well positioned to participate in local, national and international research networks. For more information on the department, see http://anthropology.uwo.ca/about.html. The successful candidate will hold a Probationary (tenure-track) appointment at the rank of Assistant or Associate Professor, as qualifications and experience warrant, with a starting date ot January 1, 2012 or later. She or he will be expected to establish a competitive research program and to participate in teaching and supervision at the undergraduate and graduate levels Appointment to a faculty position will be conditional on the selected candidate applying for and being awarded a Canada Research Chair. The candidate will work in conjunction with the Office ot Research Services to develop a proposal to be submitted with the Chair nomination to the CRC Secretariat in 2011. See the CRC website for information about the Program: http://www.chairs-chaires gc. ca/. Review of applications will commence on January 1, 2011, but applications will be accepted until the position is filled. Applications must include: a covering letter and curriculum vitae; copies of up to three publications; the names and contact details (including email addresses and phone/fax numbers) of three referees; and a statement explaining how your background, experience and research qualify you for this position. The application should be sent to: Dan Jorgensen, Chair, Department of Anthropology, The University of Western Ontario, London, ON, Canada, N6A 5C2; Email: anthro-chair@uwo.ca. Positions are subject to budgetary approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, Aboriginal people and persons with disabilities.

■ **HUMANITIES & SOCIAL SCIENCES — United Arab Emirates University**. Located in "the garden city" of Al Ain, United Arab Emirates University, the largest and most comprehensive university in the UAE, is becoming a steadily more research-intensive institution and expanding its graduate programs. The Faculty of Humanities and Social Sciences, the largest Faculty in students and faculty members, is seeking applications for the following faculty positions (subject to budget availability): **1.** English Literature: any area of English and World Literature; 2. Geography: Human and Urban Geography; 3. History: Comparative World History; 4. Philosophy: Environmental Ethics; Philosophy of Nature; 5. Political Science: Two positions: (1) continuing appointment in public policy, (2) one-year appointment in comparative politics and international relations; 6. Sociology/Anthropology: Two positions: (1) family and gender roles in GCC societies undergoing rapid social change, (2) focus in criminology and criminal justice, preference for someone who can teach courses in crime and deviance, research methodology, statistics, and data analysis; 7. Tounsm Studies to assist In developing a new undergraduate program; 8. Leadership and Society: to assist in developing a new undergraduate program for a small annuel cohort of high-achieving students Intended to maximize their ability to play leading roles at various levels In UAE society. Candidates may come from any related discipline, e.g., Political Science, History, Philosophy, Sociology. Further Information about the positions, required qualifications, and an application form are available at https://www.aeujobs.com. Please address all quenes to: fhssjobs@uaeu.ac.ae.

## I

■ **INOIGENOUS STUDIES** — **Cape Breton University.** Cape Breton University (CBU) is located on Cape Breton Island, Nova Scotia's tourism centrepiece and home to rich Celtic, Mi'kmaw, and Acadian culture. CBU has a reputation for small-class sizes, strong community involvement, and strong internal support for faculty research. The Unama'ki College at CBU invites applications for two faculty positions (tenure-track end/or tenured) for the Department of Indigenous Studies — one in Governance/Politics and one in Mi'kmaw Language/Culture. Positions will commence July 2011. Applications are welcome from those at all stages of their careers. Academic rank will be dependent upon credentials, teaching experience and research record. Preference will be given to applicants with a completed PhD in the relevant area. Applicants with a Master's degree will be considered if, in addition, they have post-secondary teaching or professional experience and a strong research record in one of the two areas. Preference will be given to candidates who are members of a First Nation. The successful candidate for tha Mi'kmaw Language/Culture position will be required to teach existing conversational Mi'kmaw courses and actively engage in the development of new upper level Mi'kmaw language course offerings for delivery in a traditional classroom setting as well as via video conferencing. He/she must be a fluent speaker of Mi'kmaq and be literate in the Smith/Francis orthography. Will play a teaching and research role in the activities of the Mi'kmaw Language Lab focusing on research related to pedagogy for teaching First Nations' languages and will also be expected to engage in service — both within CBU end with local Mi'kmaw communities — to strengthen Mi'kmaw language and cultural traditions. He/she will be expected to publish in the area of First Nations' Language, Learning, and Culture. The successful candidate for the position in Governance/Politics will be required to teach existing courses in the area, develop the curriculum with respect to contemporary First Nations issues, and maintain an active research agenda. Knowledge of Mi'kmaw governance, Aboriginal treaty rights, and history is essential given that CBU is home to the largest number of Mi'kmaw students in Atlantic Canada. He/she will also engage in university, professional, and community service. As part of CBU's commitment to academic collaboration and to the value of integrating Indigenous knowledge into all academic areas, the successful candidate will be offered a joint appointment in the Department of Political Science. Applicants are expected to demonstrate potential and commitment with regard to teaching, research/creative/scholarly activities and service to Cape Breton University, community and profession. The union affiliation of these positions is with the Cape Breton University Faculty Association. Qualified candidates should send a letter of application quoting the reference number (IS1011-CT), a complete dossier including curriculum vitae, past teaching evaluations, a sample of scholarly writing, copy of academic transcripts, and three current letters of reference (sent directly to CBU) to the Human Resources Department at Cape Breton University, PO Box 5300, 1250 Grand Lake Road, Sydney, NS, Canada, B1P 6L2. Email: humanresources@cbu.ca; Website: www.cbu.ca Applications must be received by 4:00 p.m. February 28, 2011 Email applicants will receive a return email confirming receipt. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. CBU is an equal opportunities employer.

## K

■ **KINESIOLOGY (COGNITIVE NEUROSCIENCE) — University of Waterloo.** Applications are currently being accepted for a tenure-track position at the Assistant Professor level in the Department of Kinesiology (www.ahs.uwaterloo.ca/kin/) beginning after January 1, 2011. The successful candidate must have expertise in a field related to cognitive neuroscience as it relates to human movement. Areas of research focus may include, but are not limited to: motor control, motor learning, exercise and movement influences on cognition, perception-action coupling and motor-cognitive development. Applicants with a fundamental research focus including healthy and pathological populations are welcome. Those with clinical expertise are encouraged to apply, though such expertise is not absolutely necessary. Potential candidates are expected to have a strong portfolio of scholarly research including peer-reviewed publications, and evidence of potential for excellence in teaching related to human neuroscience, motor learning, motor control, and/or neuropsychology of movement. In addition to advancing a personal research program, candidates will have the opportunity to work as part of a multidisciplinary team engaged in research in basic and applied human neuroscience. Research opportunities exist not only within the Department of Kinesiology but also within the Faculty of Applied Health Sciences and its multiple health research centres, including the Schlegel-UW Research Institute for Aging. Duties include research, teaching at the undergraduate and graduate level, and supervising graduate students. Salary range will be commensurate with qualifications and experience. Applications will be considered until the position is filled. Applications, consisting of a statement of research interest and teaching experience; a curriculum vitae, and the names and affiliations of three referees should be sent electronically to the attention of: Professor J.W.E. Rush, Chair, Department of Kinesiology, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada (sent via email to, Mrs. Ruth Gooding, Executive Assistant to the Chair gooding@uwaterloo.ca) Applicants should also arrange for the three indicated referees to provide letters of reference directly to the same electronic address prior to the closing date for applications. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **KINESIOLOGY (MUSCULOSKELETAL BIOMECHANICS) — University of Waterloo.** Applications are currently being accepted for a tenure-track position at the Assistant Professor level in the Department of Kinesiology (www.ahs.uwaterloo.ca/kin/) beginning after January 1, 2011. The successful candidate must have expertise in a field related to musculoskeletal biomechanics, such as kinesiology, physiotherapy, medicine, rehabilitation, ergonomics and/or engineering. Areas of expertise may include, but are not limited to, applied biomechanics research related to musculoskeletal modeling, gait analysis, ergonomics, impact, tissue injury, rehabilitation, sports, or orthopaedics. Potential candidates are expected to have a strong portfolio of scholarly research including peer-reviewed publications, evidence of potential for excellence, in obtaining external research funding, and in teaching related to musculoskeletal biomechanics. In addition to advancing a personal research program, candidates will have the opportunity to work as part of a multidisciplinary team engaged in research in musculoskeletal biomechanics. Research opportunities exist not only within the Department of Kinesiology but also within the Faculty of Applied Health Sciences and its multiple health research centres, including


McGill

**Chair in Philosophy of Religion & Philosophical Theology**

The Faculty of Religious Studies at McGill University is conducting an open-rank search to fill its chair in Philosophy of Religion and Philosophical Theology. The successful candidate will be expected to contribute fully to the undergraduate and graduate programs of the Faculty, supervise students at the MA and PhD levels, and participate in the work of the Centre for Research on Religion (CREOR).

Candidates should have teaching and graduate supervisory experience, as well as excellent research and publication records. The Faculty is particularly interested in candidates with ability to maintain our interdisciplinary programme within the Religion and Culture area, while also engaging Asian Religions, Biblical Studies, Christian Thought and History, and partners in other units across the University. Familiarity with the continental philosophical traditions would be an asset. We are looking for a dynamic scholar able to expand and develop an already strong programme in philosophy of religion.

Applications should include curriculum vitae, statement of research and teaching interests, examples of recent scholarship, and three confidential letters of recommendation. The appointment is available from August 1, 2011. The search committee will begin reviewing applications on **January 10, 2011** and will continue to do so until a suitable candidate is found.

For more information about the Faculty and University, visit our web sites at http://www.mcgill.ca/religiousstudies/ and http://www.mcgill.ca/creor/.

PLEASE FORWARD LETTER OF APPLICATION AND SUPPORTING MATERIALS TO
**Dean Ellen Aitken, Faculty of Religious Studies, McGill University**
**3520 University Street, Montreal, Quebec, Canada H3A 2A7**

*McGill University is committed to equity in employment. It welcomes applications from indigenous peoples, visible minorities, ethnic minorities, persons with disabilities, women, persons of minority sexual orientations and gender identities and others who may contribute to further diversification. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The language of instruction at McGill is English but a working knowledge of French is an asset.*

www.mcgill.ca



UNIVERSITY OF ALBERTA
EDMONTON, ALBERTA, CANADA

www.careers.ualberta.ca

**Assistant/Associate Professor and Canada Research Chair in Nutritional Epidemiology or Nutritional Assessment and Status**

The Department of Agricultural, Food and Nutritional Science (AFNS) at the University of Alberta is seeking to nominate a Junior (Tier II) Canada Research Chair in the area of Nutritional Epidemiology or Nutritional Assessment & Status. The successful candidate will be expected to develop a strong collaborative research program with the Division of Human Nutrition in the Department of AFNS, the Faculty of Medicine and Dentistry and the School of Public Health. In addition, the incumbent will play a key role in strengthening linkages with government (eg., Alberta Health Services, Alberta Health & Wellness and Health Canada). The successful candidate will also have opportunities to align his/her research portfolio with the Alberta Diabetes Institute and the Alberta Institute for Human Nutrition. Research in these institutes encompasses Type 2 diabetes, obesity, cachexic states, energy balance, the control of partitioning of nutrient utilization by individual tissues and cells, nutrition during development and the social impact of nutritional status. The candidate will also be involved in the development of a novel and outstanding research program and contribute to undergraduate and graduate teaching.

This is a tenure track appointment; applicants must have a PhD in Human Nutrition or a related discipline, post-doctoral experience and evidence of outstanding research ability as demonstrated by publications and awards.

The CRC Program was established by the Canadian Government to foster world-class research excellence. As stated in the program's Terms of Reference (see www.chairs.gc.ca), "Tier II Chairs appointments are for five years (and renewable) and are for exceptional emerging researchers acknowledged by their peers as having the potential to lead in their field". The successful candidate's proposed research program should ideally conform to the University's vision and "cornerstones" outlined in the recently-adopted statement entitled "Dare to Discover" (www.president.ualberta.ca/daretodiscover.cfm).

Candidates must send a letter of application outlining the proposed program of research, a statement of research interest, curriculum vitae, a sample publication (20 page maximum), the names of at least three referees and teaching dossier with evaluations of teaching performance by April 1, 2011. All application materials should be sent directly to:

**Dr. Erasmus Okine, Chair**
**Dept. of Agricultural, Food and Nutritional Science**
**University of Alberta**
**Rm. 410 Agriculture/Forestry Centre**
**Edmonton, Alberta, Canada T6G 2P5**

For further information on this position, or the department, please contact the Chair by email at: afns-chair@ualberta.ca or visit our website at http://www.ales.afns.ualberta.ca/.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

Alberta's TOP 50 EMPLOYERS 2010

With more than 37,000 students and 15,000 staff, the University of Alberta (www.ualberta.ca) grants almost 7,500 degrees annually to graduates of 200 undergraduate and 170 graduate programs. A research, medical-doctoral, multi-campus institution, the University of Alberta offers a full range of academic and professional programs.

The Faculty of Agricultural, Life & Environmental Sciences (ALES) is a science-based faculty that is uniquely positioned. Our professors and students draw from the natural sciences, the social sciences and the arts and humanities to seek comprehensive solutions to some of the key challenges our province, country and world face today. ALES was founded in 1915 and has a long and rich history, tracing back to one of the oldest Faculties and earliest Departments at the University of Alberta. Teaching, research and community engagement within the Faculty are focused on healthy human environments; the sustainability of land, forests and water; the biological, economic, social and technological underpinnings of the bio-products industry; and global food systems.

The Department of Agricultural, Food and Nutritional Science (AFNS) at the University of Alberta, is a vibrant, collegial and unique department, the first of its kind in North America. AFNS has a mission of serving the community through excellence in teaching and research in efficient and sustainable agricultural production, value added processing, food safety and human health to promote the health and quality of life. AFNS administers a budget of about $33 million, including $24 million in research and trust funds.

The department now has a total of 68 academic staff (including secondments); over 100 Research Associates, PDFs, Adjunct professors, and visiting scientists; 350 administrative/technical and Support staff. There are approximately 270 graduate students, and over 800 undergraduate students enrolled in the BSc in Agriculture, Animal Health, Nutrition & Food Science degree programs, administered at the Faculty level.

Greater Edmonton, with nearly one million residents in the city and surrounding communities, is a beautiful city straddling a spectacular river valley park system. It is the capital of Alberta, with the lowest provincial tax regime in the country, and has led the nation in economic growth in the past five years. Edmonton is known as Canada's Festival City, with more than thirty major annual festivals celebrating its rich cultural diversity and community spirit. It has all the attractions of a big city, yet it is clean, safe, and livable, with excellent schools and health care. Edmonton is located only a few hours drive from Banff and Jasper National Parks, which offer skiing in winter and excellent hiking and sightseeing in summer (www.edmonton.ca).

# CAREERS CARRIÈRES

the Centre of Research Expertise for the Prevention of Musculoskeletal Disorders and the Schlegel-UW Research Institute for Aging. Duties will include research, teaching at the undergraduate and graduate level, and supervising graduate students in support of the Department of Kinesiology's mission of 'optimizing health, preventing injuries and illness, and extending the years of high quality life'. Applications will be considered until the position is filled. Applications, consisting of a statement of research interest and teaching experience, a curriculum vitae, and the names and affiliations of three referees should be sent electronically to the attention of: Professor J.W.E. Rush, Chair, Department of Kinesiology, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada (sent via email to: Mrs. Ruth Gooding, Executive Assistant to the Chair: gooding@uwaterloo.ca). Applicants should also arrange for the three indicated referees to provide letters of reference directly to the same electronic address prior to the closing date for applications. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **KINESIOLOGY (NUTRITION) — University of Waterloo.** Applications are currently being accepted for a tenure-track position at the Assistant Professor level in the Department of Kinesiology (www.ahs.uwaterloo.ca/kin/) beginning after January 1, 2011. The successful candidate must have expertise in a field related to biomedical health aspects of Nutrition. We are looking for a colleague who can articulate and execute novel ideas to help propel a dynamic and pioneering Kinesiology Department in new directions related to optimizing healthy lifestyles and improving quality of life. Areas of research focus may include, but are not limited to: nutritional determinants of cardiovascular, musculoskeletal, or neurological health, nutritional determinants of exercise and movement physiology, nutrition as a determinant of chronic diseases, nutrigenomics in health and disease. Applicants with a fundamental research focus including healthy and pathological populations are welcome. Potential candidates are expected to have a strong portfolio of scholarly research including peer-reviewed publications, and evidence of potential for excellence in undergraduate and graduate teaching related to human nutrition, biochemistry, and physiology in a comprehensive Kinesiology program. In addition to advancing an independent research program, candidates will have the opportunity to work as part of a multidisciplinary team. Research opportunities exist not only within the Department of Kinesiology but also within the Faculty of Applied Health Sciences and its multiple health research centres, including the Schlegel-UW Research Institute for Aging. Duties include research, teaching at the undergraduate and graduate level, and supervising graduate students. Salary range will be commensurate with qualifications and experience. Applications will be considered until the position is filled. Applications, consisting of a statement of research interest and teaching experience, a curriculum vitae, and the names and affiliations of three referees should be sent electronically to the attention of: Professor J.W.E. Rush, Chair, Department of Kinesiology, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada (sent via email to: Mrs. Ruth Gooding, Executive Assistant to the Chair: gooding@uwaterloo.ca). Applicants should also arrange for the three indicated referees to provide letters of reference directly to the same electronic address prior to the closing date for applications. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **KINESIOLOGY (SCHLEGEL RESEARCH CHAIR IN NUTRITION & AGING) — University of Waterloo.** Applications are currently being accepted for a tenure-track position at the Assistant or Associate Professor level in the Department of Kinesiology (www.ahs.uwaterloo.ca/kin/) beginning after July 1, 2011. This position carries with it the title of Schlegel Research Chair in Nutrition and Aging and 70% protected time for research. Candidates must have expertise in a field related to biomedical health aspects of Clinical (human) Nutrition and be able to advance an independent research program. A PhD in Nutrition is essential while a RD designation is an asset, but not essential. Opportunities for multidisciplinary collaboration exist in the Department of Kinesiology and the successful candidate will be expected to interact with the Agri-food for Healthy Aging Initiative (A-HA; http://aha.the-ria.ca/) of the Schlegel-UW Research Institute for Aging (RIA; www.the-ria.ca). The Kinesiology Department is committed to academic and scholarly programs focussed on optimizing healthy lifestyles and improving quality of life. As nutrition is an integral part of this focus, the Department is developing nutrition undergraduate and graduate programs starting with a new minor in Human Nutrition in the Fall 2011, and is expanding the complement of faculty members engaged in nutrition research. Areas of research emphasis for the current position may include, but are not limited to: nutritional determinants of healthy lifestyles, nutrition as a determinant of chronic diseases, and nutrigenomics. A focus on aging-related aspects of the research area is essential for this position as one of the purposes of the Schlegel Research Chairs program is to support scholars who are engaged in research that has the potential to improve the quality of life of seniors. This focus also reflects the need for Kinesiology programs to be leaders in understanding age-related factors that interact with the prevention of illness and injury, and with quality of life. Applicants with a fundamental research focus including healthy and pathological populations are welcome. Potential candidates are expected to have a strong portfolio of scholarly research including peer-reviewed publications in high-quality journals, and evidence of an ability or potential to attract peer-reviewed research funding. Although this position is focussed on research (70%), it also requires teaching and mentoring of undergraduate and graduate students in the area of human nutrition within the context of a comprehensive Kinesiology program. Salary range will be commensurate with qualifications and experience. The closing date for applications is December 31, 2010. Applications, consisting of a statement of research interest and teaching experience, a curriculum vitae, and the names and affiliations of three referees should be sent electronically to the attention of: Professor J.W.E. Rush, Chair, Department of Kinesiology, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada (sent via email to: Mrs. Ruth Gooding, Executive Assistant to the Chair: gooding@uwaterloo.ca). Applicants should also arrange for the three indicated referees to provide letters of reference directly to the same electronic address prior to the closing date for applications. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

## L

■ **LEADERSHIP — Wilfrid Laurier University.** Laurier Brantford is a fast-growing campus of Wilfrid Laurier University located in Brantford, Ontario. We invite applications for a tenure-track appointment in Leadership, subject to final budgetary approval. The appointment will commence July 1, 2011, at the rank of Assistant or Associate Professor. Successful candidates must demonstrate the capacity to teach in the areas of leadership, business and/or technology management. A doctoral degree or doctoral degree requirements completed by June 30, 2011 in a related discipline is required. An active research portfolio including research publications es well as evidence of effective teaching are essential. Candidates with a demonstrated ability to teach and conduct research in an interdisciplinary environment are particularly encouraged to apply. Applicants are required to send a copy of their application package, including a 1- 2 page cover letter, a full curriculum vitae, one sample publication, three letters of reference, and evidence of teaching effectiveness (such as evaluations and/or a dossier) to: Dr. Lamine Diallo, Chair, Leadership Hiring Committee, Wilfrid Laurier University, Brantford Campus, 73 George St, Brantford, Ontario, N3T 2Y3. E-mail applications will not be accepted; however, letters of reference from referees may be e-mailed to Ms. Sarah Willey (swilley@wlu.ca). Wilfrid Laurier University is committed to employment equity and values diversity. We welcome applications from qualified women and men, including persons of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Members of the designated groups must self-identify to be considered for employment equity. Candidates may self-identify, in confidence, to the Dean of the Brantford Campus, Dr. Bruce Aral. Further information on the equity policy can be found at https://www.wlu.ca/page.php?grp_id=2465&p=10545. We thank all respondents in advance for their interest in Wilfrid Laurier University. Only those selected for an interview will be contacted. The deadline for applications is January 20, 2011.

## M

■ **MANAGEMENT — McGill University.** Applications are invited for anticipated tenure-stream appointments, limited term appointments as Assistant Professor (special category), and Visiting Professor in the areas of Accounting, Finance, Information Systems, Marketing, Operations Management, Organizational Behaviour, and Strategy and Organization. Salary and rank are commensurate with the candidate's qualifications and research record. The Desautels Faculty of Management has over 90 full-time faculty and offers B.Com, MBA, and PhD degrees. Please send your Curriculum Vitae along with three (3) copies of letters of reference and copies of diplomas to the Associate Dean — Academic, Desautels Faculty of Management, 1001 Sherbrooke Street West, Montreal, Quebec, H3A 1G5. Closing date to receive applications is January 31, 2011. All qualified applicants are encouraged to apply; however, Canadians and permanent residents will be given priority. McGill University is committed to equity in employment and diversity. It welcomes applications from Indigenous peoples, visible minorities, ethnic minorities, persons with disabilities, women, persons of minority sexual orientations and gender identities and others who may contribute to further diversification.

■ **MANAGEMENT — Mount Saint Vincent University.** Tenure-Track appointment in Management at Mount Saint Vincent University please visit our website http://www.msvu.ca/en/home/aboutus/careers/currentopenings/default.aspx or see the Display ad in current Bulletin.

■ **MANAGEMENT COMMUNICATIONS — University of Western Ontario.** The Richard Ivey School of Business seeks candidates for a Limited Term appointment in the area of Management Communications. The position is available as of July 2011. The successful candidate will demonstrate exemplary teaching competency, a strong enthusiasm for teaching and will have a PhD (or close to completion) in Communications or a related field (Language, Literature, Sociology, Communications or Psychology). While all strong candidates are encouraged to apply, those with research interests in one of the School's current areas of research strength (emerging markets, entrepreneurship, building sustainable value, leading cross-enterprise, public

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BRANDON UNIVERSITY
Founded 1899

*"Something Special"*

## Associate Vice-President (Research) and Dean of Graduate Studies

**Brandon University is a leader in providing high quality education to over 3,500 full- and part-time students in arts, sciences, education, music, and health studies. Based in southwestern Manitoba, Brandon University also offers pre-professional and Masters programs, as well as innovative and award-winning outreach programs in a personalized learning environment.**

Brandon University seeks a dynamic, innovative and respected leader to serve as the University's first Associate Vice-President (Research) and Dean of Graduate Studies. The A.V.P./Dean will report to the Vice-President (Academic & Research) and will serve on the President's Administrative Council. The A.V.P./Dean will be an accomplished scholar with a strong record of external research funding. He/she will have significant experience in research administration and collaborative leadership and will be committed to fostering excellence in research and graduate studies. He/she will lead the newly established Faculty of Graduate Studies and will support existing graduate programs (in Arts, Education, Health Studies and Music) and the development of new programs. The successful candidate will work closely with the granting councils (SSHRC, NSERC, CIHR), represent the University federally and provincially and contribute to a growing research culture.

**Qualifications:** Ph.D. and professional experience appropriate for tenured appointment at the rank of associate or full professor are required.

**Application Deadline:** January 15th 2011 or until position is filled.

**Start Date:** July 1st 2011 or upon the availability of the successful candidate.

**Term of Appointment:** Five years (renewable).

**Salary:** Commensurate with qualifications and experience.

Please send a letter of application, a CV and the names/addresses of three references.

*We thank all applicants for their interest and effort in applying for this position and advise that only candidates selected for interviews will be contacted. Short listed candidates will be expected to provide copies of credentials at time of interview. All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority.*

**Contact:**
Dr. Scott Grills
Vice-President
(Academic & Research)
Brandon University
270-18th Street
Brandon, Manitoba
Canada R7A 6A9
E-mail: vp_ar@brandonu.ca
Phone: (204) 727-7455
Fax: (204) 728-7340

For more information visit:
**www.brandonu.ca**

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UNIVERSITY OF ALBERTA
EDMONTON, ALBERTA, CANADA

www.careers.ualberta.ca

## Assistant/Associate Professor and Canada Research Chair in Epigenomics/Nutrigenomics

The Department of Agricultural, Food and Nutritional Science (AFNS) at the University of Alberta is seeking to nominate a Junior (Tier II) Canada Research Chair (CRC) in the area of epigenomics / nutrigenomics. This new and exciting position in AFNS, Division of Animal Science, offers an exceptional opportunity for the successful candidate to play a ground-breaking role in a dynamic research and teaching department. The focus of the position will be on understanding how epigenetic mechanisms of gene regulation in livestock are influenced by environmental factors, especially maternal conditions and nutrition, and how such mechanisms determine postnatal outcomes in terms of postnatal growth, muscle/meat quality and disease susceptibility.

The University of Alberta, one of Canada's premier research institutions, offers an excellent research environment encompassing state-of-the-art facilities and infrastructure, including a comprehensive range of domestic animal research units, the Agricultural Genomics and Proteomics Unit, and the Human Nutrition Research Unit. The successful candidate will work at the interfaces of molecular genetics, physiology, nutrition, developmental biology, and meat quality. He/she will have opportunities to align his/her research portfolio with existing research projects and institutes such as the NSERC EmbryoGENE Strategic Network, the Livestock Gentec Centre, Alberta Institute of Human Nutrition, and the Metabolome Project. The candidate will be expected to teach at all levels of the curriculum, from first-year to graduate level courses, and to take on graduate supervision as well as other supervisory and administrative committee work.

Applicants must have a PhD in animal molecular genetics, nutritional biochemistry, developmental biology, or a closely related area and strong research credentials in areas such as chromatin modification, gene imprinting, nutrient-gene interactions, and epigenetic gene regulation as demonstrated by publications and awards. The successful candidate must have excellent communication and interpersonal skills, high energy, and a personal commitment to the development of an integrated research program in epigenomics / nutrigenomics. This is a tenure track appointment and applicants must already be Assistant or Associate Professor, or possess the qualifications to be appointed at these levels.

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**Dr. Erasmus Okine, Chair**
**Dept. of Agricultural, Food and Nutritional Science**
**University of Alberta**
**Rm. 410 Agriculture/Forestry Centre**
**Edmonton, Alberta, Canada T6G 2P5**

For further information on this position, or the department, please contact the Chair by email at atns-chair@ualberta.ca or visit our website at http://www.ales.afns.ualberta.ca/.

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# CAREERS CARRIÈRES

policy, health care, and consumer behaviour; see http://www.ivey.ca/research/) will be given special consideration. Prior experience in executive education will also be an advantage. Prospective candidates should be prepared to teach at the undergraduate, MBA, and Executive MBA levels. The Richard Ivey School of Business, London, Canada, is recognized worldwide for the quality of its management education and research. The School's major activities include: a highly regarded MBA program and undergraduate program; a well established doctoral program active in most major areas of management; as well as, an expanding portfolio of programs for executives, including an Executive MBA delivered in Canada and Hong Kong. The Canadian Executive MBA facilities are located at the Exchange Tower in downtown Toronto. The Asia campus is located at the Hong Kong Convention and Exhibition Center. This position is subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The Richard Ivey School of Business and The University of Western Ontario are committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Submission deadline is January 15th, 2011, although applications will be accepted until the position has been filled. For information on how to apply, please visit our website at www.ivey.uwo.ca/faculty/Career_Opps.htm. www.ivey.uwo.ca; Email: facultypostions@ivey.ca.

■ **MANAGEMENT SCIENCES (BEHAVIOURAL SCIENCES) — University of Waterloo.** The Department of Management Sciences, Faculty of Engineering, at the University of Waterloo invites applications for a full-time, professorial appointment in the Behavioural Sciences at any level to begin 2011. Applicants should hold a PhD, or be near completion of their doctorate, and have a background in organizational behaviour, psychology, sociology, industrial/systems engineering or a related field. We seek individuals who have demonstrated research and teaching potential in applied aspects of technology use, decision making, new product development, socio-technical systems or human-computer interaction. Ability to conduct experimental research is essential and interest in problems arising from the workplace is highly desirable. An undergraduate degree in engineering will be an asset. Management Sciences is dynamic and growing interdisciplinary department in the Faculty of Engineering that has active research and teaching activities in Information Systems, Operations Research and Management of Technology. The Department offers a co-op undergraduate degree in Management Engineering, as well as MMSc, MASc and PhD programs. Applicants should submit a cover letter along with a cumculum vitae detailing educational background, research and work experience, and copies of up to four selected publications. Letters of recommendation are not required on application but will be requested if a candidate is shortlisted. Applications are to be submitted electronically at https://www.mansci.uwaterloo.ca/OFAS/. Consideration of candidates will take place as applications are received, and continue until the positions are filled. For further information, please contact: Bev Rodgers, Department Advisory Committee on Appointments, Department of Management Sciences, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1; email: brodgers@uwaterloo.ca. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

■ **MANAGEMENT SCIENCES (INDUSTRY LIAISON/ENGINEERING DESIGN) — University of Waterloo.** The Department of Management Sciences, Faculty of Engineering, at the University of Waterloo invites applications for a full-time, professorial appointment as a Lecturer. The main responsibilities include liaison with industry within the context of our undergraduate Management Engineering Co-op program and teaching 4th year Management Engineering Design course. The applicant must have Professional Engineer designation with a Master or PhD in any area of engineering relevant to Management Engineering (e.g. Industrial, Mechanical, or Software Engineering). Good communication skills and relevant industrial experience are essential. The position is a two years definite term but it is expected to become a permanent position. Management Sciences is a dynamic and growing interdisciplinary department in the Faculty of Engineering that has active research and teaching activities in Information Systems, Operations Research and Management of Technology. The Department offers a co-op undergraduate degree in Management Engineering, as well as MMSc, MASc and PhD programs. Applicants should submit a cover letter along with curriculum vitae detailing educational background, research and work experience. Letters of recommendation are not required on application but will be requested if a candidate is shortlisted. Applications are to be submitted electronically at https://www.mansci.uwaterloo.ca/OFAS/. Consideration of candidates will take place as applications are received, and continue until the positions are filled. For further information, please contact: Bev Rodgers, Department Advisory Committee on Appointments, Department of Management Sciences, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1; Email: brodgers@uwaterloo.ca. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

■ **MANAGEMENT SCIENCES (INFORMATION SYSTEMS/DATA MINING) — University of Waterloo.** The Department of Management Sciences at the University of Waterloo invites applications for full-time faculty appointments in Information Systems at any level (assistant, associate or full professor) to start in late 2010 or 2011. Applicants should hold a PhD, or be near completion of their doctorate, and have demonstrated research and teaching potential in industrial systems or software engineering, computer science or related fields. We seek individuals in the area of Information Systems with a strong technical background and interest in knowledge discovery, data mining, text mining, information extraction, or machine learning. Interest in practical problems and application is highly desirable. Consideration of candidates will begin immediately and will continue until the positions are filled. The Department offers a co-op undergraduate degree in Management Engineering as one of the disciplines in the Faculty of Engineering, as well as Master's and PhD programs. Examples of courses that could be taught by the successful candidate include Data Warehousing and Mining, Digital Computation, Algorithms and Data Structures, Database Systems, Information Systems Analysis and Design, Principles of Software Engineering, Decision Support Systems, Telecommunication Systems. The successful candidate will join a dynamic and growing interdisciplinary department in the Faculty of Engineering that has active research and teaching activities in Information Systems, Operations Research and Management of Technology. Applicants should submit a cover letter along with a curriculum vitae detailing educational background, research and work experience, and copies of up to three selected publications. Letters of recommendation are not required on application but will be requested if a candidate is shortlisted. Applications are to be submitted electronically at; https://www.mansci.uwaterloo.ca/OFAS/. Consideration of candidates will begin immediately and will continue until the positions are filled. For further information, please contact: Bev Rodgers, Department Advisory Committee on Appointments, Department of Management Sciences, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1; Email: brodgers@uwaterloo.ca All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

■ **MANAGEMENT SCIENCES (OPERATIONS RESEARCH) — University of Waterloo.** The Department of Management Sciences at the University of Waterloo invites applications for full-time, professorial appointments in Operations Research at any level to begin January 2011 or later. Applicants should hold a PhD, or be near completion of their doctorate, and have a strong technical background in industrial/systems engineering or a related field. We seek individuals who have demonstrated research and teaching potential in areas such as energy, healthcare, logistics and supply chain management. Individuals in any field of operations research are encouraged to apply, but we are particularly seeking those with interests and experience in the application of probabilistic modelling in industry settings. Management Sciences is dynamic and growing interdisciplinary department in the Faculty of Engineering that has active research and teaching activities in Information Systems, Operations Research and Management of Technology. The Department offers a co-op undergraduate degree in Management Engineering, as well as MMSc, MASc and PhD programs. Examples of courses that could be taught by the successful candidate include introductory and advanced topics in operations research/industrial engineering: optimization, simulation, decision analysis, stochastic processes, work processes and facility design. Applicants should submit a cover letter along with a curriculum vitae detailing educational background, research and work experience, and copies of up to four selected publications. Letters of recommendation are not required on application but will be requested if a candidate is shortlisted. Applications are to be submitted electronically at https://www.mansci.uwaterloo.ca/OFAS/. Consideration of candidates will take place as applications come in and will continue until the positions are filled. For further information, please contact: Bev Rodgers, Department Advisory Committee on Appointments, Department of Management Sciences, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1; email: brodgers@uwaterloo.ca. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

■ **MATHEMATICS — Saint Mary's University.** The Department of Mathematics and Computing Science at Saint Mary's University invites applications for a Lecturer position in Mathematics to begin July 1, 2011. We are especially interested in candidates with expertise in mathematics education. Candidates should have at least a Masters degree in Mathematics, have training and/or significant experience in Mathematics Education relevant to high school-university transition and must demonstrate a strong commitment to teaching at the undergraduate level. The successful candidate will be expected to take a leadership role in the high school-university transition issues. Their teaching load will be eight one-term courses during the academic year and two one-term courses in the summer session, all at the undergraduate level. Salary will be competitive, and depend on qualifications and experience, as outlined in the Saint Mary's University Collective Agreement. Candidates are asked to provide a CV, a teaching dossier including any course evaluations, and other relevant documentation, including the names and addresses of at least three references to: Search Committee for Mathematics Positions, Department of Mathematics and Computing Science, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3; Fax: (902) 420-5035; E-mail: mathcs.search@smu.ca. To insure full consideration, applications should be received by January 1, 2011. Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity.

■ **MATHEMATICS — University of Lethbridge.** The Faculty of Education at the University of Lethbridge seeks to fill a two-year term appointment in elementary and/or secondary Mathematics Teacher Education to start July 1, 2011. The successful candidate will be expected to (1) teach undergraduate program courses and supervise pre-service practicum students and (2) be fluent with current theories and practices in areas of expertise. Qualifications include a doctoral degree completed or near completion in mathematics education, a minimum of two years successful K–12 classroom teaching experience, and eligibility for teacher certification in Alberta (BEd or equivalent). Candidates who have extensive teaching experience in mathematics and a Master's Degree will also be considered. Experience with First Nations students will enhance applications. Similarly, interest and/or expertise in the evaluation of student learning will strengthen applications for this position. Applicants are encouraged to indicate any other areas of expertise relevant to teaching within a faculty of education, as well as interest in integrating communications technology into teaching. The Faculty of Education at the University of Lethbridge is one of the finest teacher training programs in Canada. You will experience a collegial environment and the opportunity to make a difference. Applications from persons of First Nations, Inuit, or Métis descent are encouraged. Information about Lethbridge can be found at http://www.lethbridge.ca/home/Enjoying+Lethbridge/Thinking+of+Relocating/Thinking+of+Relocating.htm. Applications, which must be accompanied by a curriculum vitae and the names of three references, should be sent to Dr. Craig Loewen, Interim Dean, Faculty of Education, University of Lethbridge, 44D1 University Drive, Lethbridge, AB, T1K 3M4. Electronic applications are welcomed and may be sent to darcy.mckenna@uleth.ca. Applicants are encouraged to apply early as the first review of applications will be conducted in late January 2011. For further information about the Faculty of Education visit our website at http://www.uleth.ca/education. This position is open to all qualified applicants although preference will be given to Canadian citizens and permanent residents of Canada. The University is an inclusive and equitable campus encouraging applications from qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **MATHEMATICS — McGill University.** The Department of Mathematics and Statistics of McGill University invites applications for two tenure-track positions in Mathematics. While appointments are expected to be made at the Assistant Professor level, more senior applicants would be considered. The appointments are to be in two priority areas: (1) Discrete mathematics, especially


## Tenure-Track Professoriate Positions

UNIVERSITY OF CALGARY NURSING

The **Faculty of Nursing** at the **University of Calgary** is in the midst of significant growth and renewal, and we are seeking exceptional faculty to join us. Current initiatives include the Brenda Strafford Centre of Excellence in Gerontological Nursing, the state-of-the-art Clinical Simulation and Learning Centre, implementation of an integrated undergraduate curriculum model, and an off-site international nursing program offered in the Gulf state of Qatar.

**Three tenure track positions** are available in the professoriate ranks (commensurate with previous research profile and academic background of the applicant). Specifically, we are recruiting for one position at the rank of **Associate Professor**, and two positions at the rank of **Assistant Professor**. Appointees will demonstrate a track record of independent or collaborative externally funded research programs, and capacity for supervision of graduate students.

Appointment at the Associate Professor rank requires an established program of research. All professoriate appointees are required to develop an externally-funded program of research.

All applications will be considered; however, applicants with research expertise in health outcomes, professional education, and health service delivery, will be of particular interest. Applications should include a curriculum vitae, statement of interests, current and projected research activities, and a sample of published work.

Applicants should submit a letter of interest and the above materials to:
**Dr. Dianne Tapp, Dean**
Faculty of Nursing
University of Calgary
PF2277, 2500 University Drive N.W.
Calgary, AB T2N 1N4
Email: ksieben@ucalgary.ca

**Applications will begin to be reviewed immediately,** and will continue until vacancies are filled.
Appointments will commence in July 2011. For additional information, see the Faculty of Nursing's website at **www.ucalgary.ca/nu**

*All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.*
*The University of Calgary respects, appreciates and encourages diversity.*

**nursing.ucalgary.ca**



# DEAN
*Lyle S. Hallman Faculty of Social Work*

LAURIER
*Wilfrid Laurier University*

Wilfrid Laurier University is a premier multi-campus university with a strong reputation for excellence in teaching, scholarship and research. Renowned for attracting the best and brightest students seeking an outstanding educational experience, Laurier strives to be a rich and supportive learning community. Laurier will be celebrating its centenary in 2011, an event marked in the University's new Academic Plan 2010-2015. 14,000 undergrads and more than 870 graduate students are enrolled in a broad array of innovative programs offered on multiple campuses located throughout southern Ontario by the Faculties of Arts, Science, Music, Education, Social Work and Graduate and Postdoctoral Studies, the School of Business and Economics, Laurier Brantford and the associated Waterloo Lutheran Seminary.

Ideally situated near community and social agencies in downtown Kitchener, the Faculty of Social Work offers social work programs at the Master's and Doctoral levels in a respectful, inclusive learning environment made up of social work clinicians, researchers and community practitioners. The Faculty has a strong reputation for preparing students to be effective practitioners and for excellence in teaching and research, as well as a commitment to advanced scholarship and community development. The Master of Social Work program educates students in three fields of study: Individuals, Families and Groups; Community, Policy, Planning and Organizations; and the Aboriginal Field of Study. PhD students are prepared for leadership roles in education, research and specialized areas of practice in two fields of study (Studies in Social Work Practice, and Critical Social Policy and Organizational Studies).

Reporting to the Vice-President: Academic & Provost the Dean is responsible for providing strategic and administrative leadership to the Faculty of Social Work. The Dean will promote excellence in teaching and research and will be committed to community engagement and building on the Faculty's strong reputation nationally and internationally. The successful candidate will be a visionary leader with a record of success as an administrator with a collaborative and inclusive leadership style, and will possess an earned doctoral degree in social work or a related discipline.

Wilfrid Laurier University is committed to equity and values diversity. The University welcomes applications from qualified women and men, including persons of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

*Should you be interested in learning more about this unique opportunity please contact Kelly Baron McIntosh at 604-998-4033 or forward your CV, a letter of introduction and the names and contact information for three referees, in confidence, to info@hwest.ca. We will respond to all who express interest.*

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# CAREERS CARRIÈRES

combinatorics or graph theory; (2) infinite group theory. Candidates must have a doctoral degree at the date of appointment and a strong background in mathematics. They are expected to have demonstrated the capacity for independent research of excellent quality. Selection criteria include research accomplishments, as well as potential contributions to the Department's educational programs at the graduate and undergraduate levels. Applications should be made through MathJobs.Org (Position ID: McGill-OMIGT) and must include a curriculum vitae, a list of publications, a research outline, a teaching statement which includes an account of teaching experience, and at least four references (with one addressing the teaching record). Candidates are also encouraged to provide web links for up to three selected reprints or preprints, or to upload them to: MathJobs.Org. Candidates must ensure that letters of reference are submitted (preferably through MathJobs.org, though in exceptional circumstances they may be mailed to Mathematics Search Committee, Dept. of Mathematics and Statistics, McGill University, 805 Sherbrooke St W Montreal, QC, H3A 2K6, Canada). To ensure full consideration, complete applications including letters of reference should be received by January 10th 2011, but later applications may be considered. McGill University is committed to equity in employment and diversity. It welcomes applications from indigenous peoples, visible minorities, ethnic minorities, persons with disabilities, women, persons of minority sexual orientations and gender identities and others who may contribute to further diversification. All qualified applicants are encouraged to apply; however, in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

**MATHEMATICS (COMBINATORICS & OPTIMIZATION) — University of Waterloo.** The Department of Combinatorics and Optimization (http://www.math.uwaterloo.ca/CandO_Dept/) at the University of Waterloo invites applications for a tenure-track faculty position at the level of Assistant Professor. Applicants should have research interests in one of the six main areas covered by the department: Algebraic Combinatorics, Continuous Optimization, Cryptography, Discrete Optimization, Graph Theory, and Quantum Computing. Priority areas for this appointment are Algebraic Combinatorics and Graph Theory. A PhD degree and evidence of excellence in research and teaching are required. Successful applicants are expected to maintain an active program of research, to attract and supervise graduate students, and to participate in undergraduate and graduate teaching. Salary will depend on the candidate's qualifications. The effective date of appointment is July 1, 2011. Interested individuals should apply using the MathJobs site: http://www.mathjobs.org. Applications should include a curriculum vitae, research and teaching statements and up to three selected reprints/preprints. In addition, at least three reference letters should be submitted. Inquiries may be addressed to: combopt@math.uwaterloo.ca or to: Jochen Koenemann, Chair, Department of Combinatorics and Optimization, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Closing date for receipt of applications is December 10, 2010. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, citizens and Permanent Residents of Canada will be given priority.

**MATHEMATICS (COMBINATORICS & OPTIMIZATION/OPERATIONS RESEARCH) — University of Waterloo.** The Department of Combinatorics and Optimization (http://www.math.uwaterloo.ca/CandO_Dept/) at the University of Waterloo invites applications for a tenure-track faculty position in Operations Research. While the intention is to make appointments at the rank of Assistant Professor, applications for more senior positions will be considered. A PhD degree and evidence of excellence in research and teaching are required. Successful applicants are expected to maintain an active program of research, to seek out and participate in industrial collaborations, to attract and supervise graduate students, and to participate in undergraduate and graduate teaching. Salary will depend on the candidate's qualifications. The effective date of appointment is July 1, 2011. Interested individuals should apply using the MathJobs site: http://www.mathjobs.org. Applications should include a curriculum vitae, research and teaching statements, and up to three selected reprints/preprints. In addition, at least three reference letters should be submitted. Inquiries may be addressed to: combopt@math.uwaterloo.ca or to Jochen Koenemann, Chair, Department of Combinatorics and Optimization, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Closing date for receipt of applications is December 10, 2010. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, citizens and Permanent Residents of Canada will be given priority.

**MATHEMATICS (IQC) — University of Waterloo.** The Faculty of Mathematics and the Institute for Quantum Computing at the University of Waterloo invite applications for tenured or tenure-track faculty positions in the area of quantum information. In addition to a faculty appointment in a department or school within the Faculty, the candidate will receive a teaching reduction and an additional stipend for a period of 5 years, with the possibility of renewal. A PhD and significant evidence of excellence in research and the potential for effective teaching are required. Responsibilities will include the supervision of graduate students, as well as some teaching at the undergraduate and graduate levels. Salary will depend on the candidate's qualifications. Interested individuals should send their curriculum vitae, up to 5 selected reprints/preprints, and the names of three or more references. These can be uploaded via the faculty application form which can be found at: http://new.iqc.ca/welcome/positions. For more information, please contact: IQC Appointments Committee, Institute for Quantum Computing, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; Phone: (519) 888-4021; Fax: (519) 888-7610; Email: iqcmath@math.uwaterloo.ca. The application review process will begin on December 10th, 2010 and will continue until the positions are filled. These appointments are subject to the availability of funds. All qualified candidates are encouraged to apply; in accordance with immigration requirements, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

**MECHANICAL & MATERIALS ENGINEERING (BIOMEDICAL ENGINEERING & SURGERY) — University of Western Ontario.** Applications are invited for a probationary (tenure-track) appointment in the area of medical mechatronics with specialization in biomechanics at the rank of Assistant Professor effective January 1, 2011 or as soon as possible thereafter. If qualifications and experience warrant a higher rank, consideration will be given to an appointment at the Associate Professor (probationary tenure track) rank. The successful candidate will have an appropriate PhD degree and will have an outstanding record of research and publication. Preference will be given to applicants who have expertise in the design and development of biomechanical actuation systems for laboratory-based experimental simulations in orthopaedic surgery. Experience with computer assisted surgery and kinematic analyses of joints of the upper limb is preferred. The successful candidate will be expected to maintain an ongoing vigorous research program, collaborate with existing faculty in engineering and surgery, attract external research funding, supervise graduate students, instruct in undergraduate and graduate courses and participate in other educational and professional activities. The candidate is also expected to contribute to teaching, and the recruitment and training of graduate students in the Biomedical Engineering graduate program, to participate in the normal administrative activities of both Departments, Faculty and University, and to be actively engaged in Canadian Surgical Technologies and Advanced Robotics CSTAR Network of Excellence, a key strategic program for both Departments. Commitment to, or eligibility for, registration as a Professional Engineer in Ontario is required for this appointment. This is a joint appointment between the Department of Mechanical and Materials Engineering (http://www.eng.uwo.ca/mechanical/) and the Department of Surgery (http://www.uwosurgery.ca). The home department will be in the Department of Mechanical and Materials Engineering. We seek energetic and dynamic candidates who will be able to positively contribute to both teaching and research efforts of both Departments. Situated along the banks of the Thames River in picturesque London, Ontario, a city with a population of approximately 350,000, The University of Western Ontario is a prominent academic institution routinely ranked as a top research-intensive university in Canada and is committed to excel as a leading research institution internationally. The Department of Mechanical and Materials Engineering is one of four departments in Western Engineering (http://www.eng.uwo.ca). The Department currently has 24 faculty members, 6 staff members, and 120 graduate students enrolled in the MEng, MESc and PhD programs (http://www.eng.uwo.ca/mechanical) and is involved in research in five strategic areas (thermofluids, materials, biomechanics, automation technologies & systems, solid mechanics & dynamics). The Department of Surgery is one of the largest Clinical Departments in the Schulich School of Medicine & Dentistry. The Department currently has 86 surgeons, 15 research scientists, and approximately 56 Adjunct Professor/surgeons in communities across Southwestern Ontario. Caring for patients is at the core of everything the Department does, but what differentiates us is our ability to remain innovative through our research and teaching. Persons applying for this position should forward a curriculum vitae and the names and addresses of three referees to: Chair, c/o C. Seres, Administrative Assistant, Department of Mechanical and Materials Engineering, The University of Western Ontario, London, Ontario, Canada, N6A 5B9. We also welcome e-mail inquiries and submissions, to be sent to: cseres@eng.uwo.ca. Consideration of applications will commence on November 1, 2010 and continue until the position is filled. This position is subject to budget approval. Applicants should have excellent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

**MECHANICAL & MECHATRONICS ENGINEERING — University of Waterloo.** The Department of Mechanical and Mechatronics Engineering at the University of Waterloo invites applications from outstanding individuals for a tenure-track position at the assistant, associate, or full professor rank with research interests in materials engineering. Preference will be given to candidates with expertise in the general areas of solidification, liquid and solid-state phase transformations and physical metallurgy with application to manufacturing processes such as casting and/or brazing and soldering. A strong background in experimental methods in materials science would be an asset. Materials Engineering and Processing is a part of Mechanical and Mechatronics Engineering at Waterloo and this creates unique opportunities for multidisciplinary research collaborations. Applicants must have excellent communication skills, and hold a PhD in Materials Science and Engineering or a closely related discipline with relevant experience, potential or proven ability for excellence in teaching and research. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate and undergraduate student research, and undertaking an active research program. Applicants should send their full curriculum vitae, a concise research and teaching vision statement, and the names of three references to: Dr. Pearl Sullivan, Chair, Department of Mechanical and Mechatronics Engineering, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1; Email: mechair@mme.uwaterloo.ca. Applications will be accepted until a suitable candidate is found

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UNIVERSITY OF WATERLOO

RENISON UNIVERSITY COLLEGE

## ASSISTANT/ASSOCIATE PROFESSORS
## SOCIAL DEVELOPMENT STUDIES

Renison University College at the University of Waterloo invites applicants for two tenure track positions at the Assistant/Associate Professor level in the department of Social Development Studies (SDS), subject to budget approval.

**QUALIFICATIONS**: A PhD with broad interdisciplinary training in social sciences, demonstrated excellence in teaching and research, and expertise in one or more of the following: **Educational leadership and policy** with a focus on children and youth; **Social policy** related to health and/or diversity; **Individual well-being and development**. Preference will be given to candidates with experience in community based research and program evaluation. For further details visit: http://www.renison.uwaterloo.ca/TenureTrackPositions.shtml

**APPLICATIONS MUST INCLUDE**: Covering letter, CV, sample of scholarly writings, statement of teaching philosophy and interest, outline of program of research, and three letters of reference addressed to:

Dr. Hsiao d'Ailly, Chair, SOS
Renison University College at University of Waterloo
240 Westmount Road North, Waterloo, Ontario, N2L 3G4
Email: hsiao.dailly@uwaterloo.ca

**APPLICATION DEADLINE**: February 15, 2011

In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Renison University College is committed to equity in employment and encourages applications from all qualified persons.

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# RYERSON UNIVERSITY

Located in the heart of Toronto, the largest and most culturally diverse city in the country, Ryerson University is committed to diversity, equity and inclusion. The University is known for innovative programs built on the integration of theoretical and practically oriented learning. Our undergraduate and graduate programs are distinguished by a professionally focused curriculum and strong emphasis on excellence in teaching, research and creative activities. Ryerson is also a leader in adult learning, with the largest university-based continuing education school in Canada.

## FACULTY OF COMMUNITY SERVICES
TENURE-TRACK FACULTY POSITIONS

We are seeking applicants to fill a number of tenure-track positions in our schools, at the Assistant Professor level, subject to final budgetary approval.

### DAPHNE COCKWELL SCHOOL OF NURSING

To take on this role, effective August 1, 2011, you must have a PhD in Nursing (a health or social science equivalent will be considered), registration, or eligibility for registration, with the CND, and an established program of scholarship that focuses on the health of individuals, families, communities and global populations, the advancement of nursing leadership, health-care policy, and nursing professional education. Experience and expertise in a variety of nursing domains, including theory, research methods, curriculum, policy and practice, are required, as is a record of teaching and research that will contribute to the ongoing success of the School's undergraduate and graduate programs and its research and community collaboration profiles. We are particularly interested in candidates whose research and teaching agenda fits within health equity, cultural diversity and social justice frameworks, and supports our emerging research clusters. The application deadline is February 1, 2011.

### SCHOOL OF OCCUPATIONAL AND PUBLIC HEALTH

This position in Occupational Health, effective July 1, 2011, will appeal to a professional who holds (or has substantially completed) a PhD degree in a discipline related to Occupational (Industrial) Hygiene, and demonstrates an ability to contribute to the School and its growth, including the enhancement of the full-time undergraduate experience. You will be expected to teach existing courses, develop new undergraduate courses, and maintain a dynamic program of research and scholarly publications relevant to the field. Preferably, you hold, or are eligible for, a designation as a Certified Industrial Hygienist or a Registered Occupational Hygienist. Experience in, and a strong commitment to, teaching and research in these areas would be considered assets. The application deadline is January 21, 2011.

### SCHOOL OF SOCIAL WORK

These two opportunities, effective August 1, 2011, require a Social Work degree (BSW, MSW or PhD/DSW), an earned doctorate in Social Work or a related field, and a substantial record of research, teaching and community engagement. We are particularly interested in applicants with practice and scholarship in one of the following areas: aging, violence and restorative justice, queer issues, substance use and abuse, transnationalism and diaspora studies, health, and anti-racism. The review of applications will begin January 14, 2011.

### SCHOOL OF NUTRITION

Two openings exist, effective July 1, 2011, for candidates with a completed doctoral degree, an interest in working collaboratively in and with socially, culturally and economically diverse communities, and a commitment to innovative baccalaureate- and graduate-level teaching, and a well defined research agenda through which to maintain ongoing externally funded research related to the School's mission. The first position calls for a strong record of scholarship and expertise in health communication or a related area, and the ability to provide leadership in the areas of risk communication, inter-professional education, knowledge translation and/or new media applications. The second position will draw on your interest in sustainable food systems management. You must have strong records of teaching, scholarship and expertise in whole systems approaches to food production, processing, distribution and service. The application deadline is January 21, 2011.

### SCHOOL OF EARLY CHILDHOOD EDUCATION

Consider this function, effective July 1, 2011, to apply your strong interest and background in early childhood studies, with a particular expertise in early learning curriculum in the areas of literacy, mathematics and creative arts and/or policy and professional issues. You must have a completed PhD or EdD in Early Childhood Studies or a related field, and a demonstrated track record in research, grant writing and publication, as you will contribute to scholarship in the field of Early Childhood Studies. Experience teaching in early childhood and/or post-secondary undergraduate programs will be considered an asset. Experience advising and supervising graduate students is preferred. The application deadline is January 15, 2011.

For full details, including position duties and how to apply, please visit www.ryerson.ca/jobs.

These positions fall under the Ryerson Faculty Association (www.ryerson.ca/~rfa) jurisdiction. For details on the Ryerson Faculty Association Collective Agreement and the University's RFA Benefits Summary, please visit www.ryerson.ca/teaching/employment_resources/rfa.html and www.ryerson.ca/hr/working/etoolkit/benefits/rfa/ respectively.

Ryerson University has an employment equity program and encourages applications from all qualified individuals, including Aboriginal peoples, persons with disabilities, members of visible minorities and women. Members of designated groups are encouraged to self-identify. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

# CAREERS CARRIÈRES

Eligibility for registration as a Professional Engineer is a requirement. The successful applicant is expected to have an engineering license for practice in Canada or to apply for an engineering license with the Professional Engineers of Ontario within five years. The salary will be commensurate with qualifications and experience. In accordance with Canadian immigration policy, Canadian citizens or landed immigrants who meet the qualifications will be given priority for appointment. Information about the Faculty of Engineering and the Department of Mechanical and Mechatronics Engineering can be found at www.eng.uwaterloo.ca and www.mme.uwaterloo.ca, respectively. The University of Waterloo encourages applications from all qualified women and men, members of visible minorities, native peoples and persons with disabilities

■ **MECHANICAL & MECHATRONICS ENGINEERING (NANOMATERIALS) — University of Waterloo.** The Department of Mechanical and Mechatronics Engineering at the University of Waterloo invites applications from outstanding individuals for a tenure-track position at the assistant, associate, or full professor rank with research background in the general area of nanomaterials. Applicants are sought with expertise in one or more of the following research areas: nanoscale surfaces/interfaces, processing, characterization and properties of nanostructured materials, nanomechanics, nanoscale sensing materials and technologies. Research in other areas that support nanoscale materials engineering will also be considered. Applicants must have excellent communication skills, and hold a PhD in Materials Science and Engineering or a closely related discipline with relevant experience, potential or proven ability for excellence in teaching and research. Duties will include teaching of undergraduate and graduate courses in a Co-operative Education Program, supervising graduate and undergraduate student research, and undertaking an active research program. Applicants should send their full curriculum vitae, a concise research and teaching vision statement, and the names of three references to: Dr. Pearl Sullivan, Chair, Department of Mechanical and Mechatronics Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; Email: mechair@mme.uwaterloo.ca. Applications will be accepted until suitable candidates are found. Eligibility for registration as a Professional Engineer is a requirement. The successful applicant is expected to have an engineering license for practice in Canada or to apply for an engineering license with the Professional Engineers of Ontario within five years. The salary will be commensurate with qualifications and experience. In accordance with Canadian immigration policy, Canadian citizens or landed immigrants who meet the qualifications will be given priority for appointment. Information about the Faculty, Department and the Collaborative Graduate Program in Nanotechnology can be found at www.engineering.uwaterloo.ca, www.mme.uwaterloo.ca and http://www.mme.uwaterloo.ca/grad/Nano.php. The University of Waterloo encourages applications from all qualified women and men, members of visible minorities, native peoples and persons with disabilities.

## P

■ **PHILOSOPHY — St. Mary's University College.** St. Mary's University College is a vibrant and growing Catholic post-secondary student-focused liberal arts and sciences teaching and research institution located in the south of Calgary. We are dedicated to scholarship, teaching excellence, and the development of critical thinkers in the Catholic tradition of the liberal arts. St. Mary's University College invites applications for a tenure-track position in Philosophy with a specialization in Ethics, at the rank of Assistant Professor, effective 1 July 2011, subject to final budgetary approval. Candidates should have a good foundation in the history of Western Philosophy and the Catholic Intellectual Tradition. The appointee will be expected to teach the university's core course in Ethics, be a member of the team which teaches the History of Ideas course, and be able to teach other courses in either Philosophy or Theology. The successful candidate will demonstrate a strong commitment to undergraduate teaching informed by an active program of research. Candidates must have a completed PhD. Send curriculum vitae, letter of application, a teaching portfolio with a statement of teaching philosophy, writing samples, and the names of three references by January 15, 2011 to: Dr. Mark Charlton, Vice-President Academic and Dean, St. Mary's University College, 14500 Bannister Road SE, Calgary, Alberta, T2X 1Z4. All qualified candidates are encouraged to apply. However, in accordance with Canadian immigration requirements, Canadian citizens and permanent residents of Canada will be given priority. Visit our web site at www.stmu.ab.ca for further information about St. Mary's University College.

■ **PHILOSOPHY (WOLFE CHAIR IN SCIENTIFIC & TECHNOLOGICAL LITERACY) — University of Waterloo.** The University of Waterloo invites applications for the inaugural Wolfe Chair in Scientific and Technological Literacy. This newly endowed chair in the Department of Philosophy, secured through a national competition, is designed to take an institutional, national and international role in the promotion of scientific and technology literacy. The Department is seeking an established scholar with a record of highly-regarded research and teaching in a relevant field, including Philosophy of Science, Public Understanding of Science, History of Science, or Science, Technology and Society. The mandate of the Wolfe Chair is to conduct research, teach, and perform public outreach regarding the intellectual foundations, nature and methods of scientific and technological innovation. The Chair will engage in research that advances understanding of key scientific and technological concepts and examines the relationships among science, technology, and broader factors (e.g., social, ethical, political, or economic). The Chair will also have development and leadership roles in the teaching of scientific and technological literacy, both within the University and as public education. The position includes funding for research-oriented and public-outreach events. All qualified candidates are encouraged to apply; however Canadian and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. Candidates should send a letter of application and curriculum vitae, including the names of four academic references, to: Professor Tim Kenyon, Chair, Department of Philosophy, University of Waterloo, Waterloo ON, N2L 3G1. References will be contacted only with the consent of the candidate. Review of applications will continue until the position is filled. Further information about the status of the search and about the Wolfe Chair in Scientific and Technological Literacy is available online at http://philosophy.uwaterloo.ca/wolfechair.html.

■ **POLITICAL SCIENCE (DIRECTOR, MASTERS OF PUBLIC SERVICE) — University of Waterloo.** The University of Waterloo invites applications for Director, Masters of Public Service. The Masters of Public Service is a new professional graduate program designed to prepare recent university graduates for entry level positions in the federal, provincial, Aboriginal and regional/municipal public service. The ideal candidate will be appointed at the rank of Associate or Assistant Professor, commencing as early as January 1, 2011, or when the position is filled. The Director will be responsible for all academic and administrative requirements of the program, including active participation and liaison with senior public servants in the organization and assessment of an eight-month internship program. The successful candidate will have a completed PhD in Political Science, Public Administration or related degree and be able to teach courses on the history and structure of Canadian policy-making institutions, public policy analysis and public administration. The UW Department of Political Science in association with the Dean of Arts Office is the current home of the new Masters of Public Service. The successful candidate will be expected to develop an active research program and to collaborate in the academic life of the Arts Faculty. Excellence in teaching is expected and the ideal candidate will supply a teaching dossier, including teaching philosophy, peer and/or student evaluations, and course syllabi. The completed application must contain all of the following information: a letter of application describing qualifications and areas of research; curriculum vitae; teaching dossier; three letters of reference, and a sample of academic writing. Salary will be commensurate with qualifications and experience. Applications should be mailed to Richard Nutbrown (nutbrown@uwaterloo.ca), Chair, Department of Political Science, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1 on or before January 2011. All qualified applicants are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **POLITICAL SCIENCE (CANADIAN POLITICS & PUBLIC POLICY) — University of Guelph.** The Department of Political Science at the University of Guelph seeks an applicant with research and teaching interests in the area of Canadian Politics and Public Policy. Candidates with research interests in any area of specialization within the field are encouraged to apply, although the Department is particularly interested in candidates with expertise in one of the following areas: Aboriginal politics, federalism and the constitution, fiscal policy, environmental politics, race and ethnicity/immigration, law and justice, and social policy. The Department of Political Science offers both an undergraduate degree in Political Science, and participates in collaborative programs in Environmental Governance, Criminal Justice and Public Policy and Public Management. The department offers both a masters and a doctoral program, with specializations in the field of Public Policy and Governance. The successful candidate will be expected to teach in both the undergraduate and graduate programs. The deadline for this competition is February 1, 2011 and is subject to budgetary approval. Applicants will hold a PhD in Political Science, demonstrated excellence in teaching, and a strong record of scholarship appropriate to an entry-level tenure-stream position. Please submit an up-to-date curriculum vitae, a statement of research interests, teaching evaluations, a writing sample and three letters of reference in support of your application addressed to: Dr. Byron M. Sheldrick, Chair, Department of Political Science, University of Guelph, Guelph, ON, N1G 2W1. Inquiries should be directed to: sheldric@uoguelph.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to equity in its policies, practices, and programs, supports diversity in its teaching, learning and work environments, and ensures that applications for members of underrepresented groups are seriously considered under its employment equity policy. All qualified individuals who would contribute to the further diversification of our University community are encouraged to apply.

■ **POLITICAL SCIENCE (CHINESE POLITICS) — University of Waterloo.** Applications are being accepted for a tenure-stream assistant or tenured associate professor in the field of Chinese politics, political economy and the emerging role of China in the world. The competition will close Feb. 1, 2011, or when the position is filled. The successful candidate will have a completed PhD and be able to teach courses at the graduate and undergraduate levels. The UW Department of Political Science is home to several rapidly expanding graduate programs in political science, global governance and public service. The ideal candidate will play a key role in departmental graduate expansion, particularly in the areas of China's political and economic emergence in global affairs. The successful candidate will be expected to develop an active, externally-funded research program and to collaborate in the academic life of the department. Excellence in teaching is also expected and the candidate will supply a teaching dossier, including teaching philosophy, peer and/or student evaluations, and course syllabi. The completed application must contain all of the following information: a letter of application describing qualifications and the proposed research program; curriculum vitae; teaching dossier; three letters of reference, and a sample of academic writing. Salary will be commensurate with qualifications and experience. Applications should be mailed to Richard Nutbrown (nutbrown@uwaterloo.ca), Chair, Department of Political Science, University of Waterloo, 200 University Ave W, Waterloo, Ontario, Canada, N2L 3G1 on or before February 1, 2011. All qualified applicants are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **PSYCHOLOGY — University of Winnipeg.** The Department of Psychology at the University of Winnipeg invites applications for two tenure track positions at the Assistant Professor rank. The Department's needs are greatest in developmental and social/personality psychology; however, applications from all substantive areas will be considered. The PhD degree in Psychology is required. Applicants must be committed to teaching, and have a demonstrated record of research productivity. Recent appointments to the Department have either arrived with grant funding or made successful applications in their first year. Subject to budgetary approval, the appointment will be effective July 1, 2011. Salary will be commensurate with qualifications and experience within the limits stipulated by the University's Collective Agreement. The University of Winnipeg is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is initially directed to Canadian citizens and permanent residents of Canada. The closing date for applications is December 15, 2010. The search will continue until such time that the positions are filled. Applications, in the form of a curriculum vitae, three letters of reference, and representative reprints should be sent to: Dr. Hilton Bradbury, Chair, Department of Psychology, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, Canada, R3B 2E9.

■ **PSYCHOLOGY — Mount Saint Vincent University.** Tenure-Track appointment in Psychology at Mount Saint Vincent University please visit our website: http://www.msvu.ca/en/home/aboutus/careers/currentopenings/Full-timeAcademic_positions/default.aspx or see the Display ad in current Bulletin.

■ **PSYCHOLOGY — Mount Saint Vincent University.** Tenure-Track appointment in Psychology at Mount Saint Vincent University please visit our website: http://www.msvu.ca/en/home/aboutus/careers/currentopenings/Full-timeAcademic_positions/default.aspx or see the Display ad in current Bulletin.

■ **PSYCHOLOGY (COGNITIVE NEUROSCIENCE) — University of Guelph.** The Department of Psychology, an academic unit within the College of Social and Applied Human Sciences at the University of Guelph, invites applications for a full-time tenure-stream position in cognitive neuroscience at the rank of Assistant Professor. We have a preference for applicants whose research focus is in human cognition with expertise in brain imaging techniques in the study of populations associated with cognitive deficiencies. The successful candidate will contribute to teaching in the undergraduate and graduate programs offered by the Department of Psychology. Prospective applicants are encouraged to visit the web sites of the University of Guelph (http://www.uoguelph.ca/) and the Department of Psychology (http://www.uoguelph.ca/psychology/). Applicants must have a PhD, demonstrated excellence in teaching, and a strong record of scholarship appropriate to an entry-level tenure-stream position. Applications should include a curriculum vitae, a statement of research and teaching interests, and sample publications. Applicants should arrange for three letters of reference to be sent to the Search Committee. Review of applications will begin January 15, 2011, and will continue until the position is filled. Applications should be sent to: Chair, Cognitive Neuroscience Search, Department of Psychology, University of Guelph, Guelph, Ontario, Canada, N1G 2W1. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to equity in its policies, practices, and programs, supports diversity in its teaching, learning and work environments, and ensures that applications for members of underrepresented groups are seriously considered under its employment equity policy. All qualified individuals who would contribute to the further diversification of our University community are encouraged to apply.

## R

■ **RECREATION & LEISURE STUDIES (SPORTS BUSINESS/TOURISM & PARKS) — University of Waterloo.** Applications are being accepted for two tenure track Assistant or Associate Professor positions in Recreation and Leisure Studies. Successful candidates will have a Ph.D. in recreation and leisure studies or a related field. The Department is currently reconfiguring two of our undergraduate degree programs. These positions are linked to that reconfiguration. Applicants for the first position must be able to teach in our Recreation and Sport Business degree program and demonstrate a strong research profile with respect to sport, broadly defined. Applicants for the second position must be able to teach in our Tourism and Parks Management degree program and demonstrate a strong research profile with respect to tourism and parks, broadly defined. Duties for both positions involve research, teaching at the undergraduate and graduate levels, and supervision of graduate students. Salary range will be commensurate with qualifications and experience. Anticipated start date is July 1, 2011, but the positions will remain open until suitable candidates are found. Review of applications will begin on January 4, 2011 and continue until the positions are filled. The University of Waterloo's interfaculty recognized Department of Recreation and Leisure Studies is located within the Faculty of Applied Health Sciences and is concerned with the ways in which health and well-being are enhanced through the effective use of leisure. To this end, it is concerned with how individuals, groups, and societies plan, organize, and use resources for recreation, sport, parks and tourism. The Department offers degrees at the Bachelor, Masters, and Doctoral levels. Further information can be found at http://www.ahs.uwaterloo.ca/rec/. A cover letter including faculty position of interest, statement of research interests and teaching philosophy, curriculum vitae, names and contact information of three professional references should be sent to: Dr. Mark E. Havitz, Chair, Department of Recreation and Leisure Studies, University of Waterloo, Waterloo, Ontario, N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

## S

■ **SOCIAL WORK — Wilfrid Laurier University.** The Faculty of Social Work at Wilfrid Laurier University invites applications for two (2) tenure-track faculty positions at the rank of assistant professor beginning July 1, 2011. Candidates should have a graduate degree in social work and should have completed or be near the completion of a doctoral degree, preferably in social work. The Faculty of Social Work at Wilfrid Laurier University offers professional social work programs at the Master and Doctoral levels. The Master of Social Work Program aims to educate students in advanced social work scholarship

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# RYERSON UNIVERSITY

Located in the heart of Toronto, the largest and most culturally diverse city in the country, Ryerson University is committed to diversity, equity and inclusion. The University is known for innovative programs built on the integration of theoretical and practically oriented learning. Our undergraduate and graduate programs are distinguished by a professionally focused curriculum and strong emphasis on excellence in teaching, research and creative activities. Ryerson is also a leader in adult learning, with the largest university-based continuing education school in Canada.

## SCHOOL OF SOCIAL WORK

TENURE-TRACK POSITIONS

As a leader in transformative social work education, the School of Social Work (www.ryerson.ca/socialwork/) prepares graduates for critically engaged social work practice with marginalized populations and communities. Currently, the School offers a four-year BSW program, an advanced-standing BSW program for students with prior education and experience, a BSW program for Aboriginal students offered in collaboration with the First Nations Technical Institute, and a Master of Social Work program. The School is located within the Faculty of Community Services, along with a range of programs that provide rich opportunities for collaborative and international initiatives in teaching and research and the potential for a future PhD program.

The School invites applications for two tenure-track appointments, at the Assistant Professor level, effective July 1, 2011, subject to final budgetary approval. Candidates must have a Social Work degree (BSW, MSW or PhD/DSW), an earned doctorate in Social Work or a related field and a substantial record of research, teaching and community engagement. While we welcome applications from all qualified candidates, we are particularly interested in applicants with practice and scholarship in one of the following areas: aging, violence and restorative justice, queer issues, substance use and abuse, transnationalism and diaspora studies, health, and anti-racism.

Applicants should submit a letter describing their teaching, research and community engagement and discussing how these will contribute to the ongoing success of the School, a current curriculum vitae, a sample of scholarly writing and the names of three people who could be contacted for references (only referees of short-listed candidates will be contacted) to: Dr. Judith Sandys, Interim Director, School of Social Work, EPH 222, Ryerson University, 350 Victoria Street, Toronto, Ontario, Canada, M5B 2K3. Confidential inquiries can be directed to the Interim Director at jsandys@gwemail.ryerson.ca. The review of applications will begin January 14, 2011 and continue until the positions are filled. Please note that applications by fax or e-mail will not be accepted.

These positions fall under the jurisdiction of the Ryerson Faculty Association (http://www.ryerson.ca/~rfa/). The Ryerson Faculty Association (RFA) collective agreement and a summary of RFA benefits can be viewed at http://www.ryerson.ca/teaching/employment_resources/rfa.html and http://www.ryerson.ca/hr/working/etoolkit/benefits/rfa/ respectively.

Ryerson University has an employment equity program and encourages applications from all qualified individuals, including Aboriginal peoples, persons with disabilities, members of visible minorities and women. Members of designated groups are encouraged to self-identify. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

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UNIVERSITY OF ALBERTA
EDMONTON, ALBERTA, CANADA

www.careers.ualberta.ca

# Faculty Position in Occupational and Environmental Hygiene

The Department of Medicine in the Faculty of Medicine and Dentistry at the University of Alberta, is seeking to recruit a tenure-track faculty member in occupational and environmental hygiene within the Occupational and Environmental Health Program. The successful applicant will be cross-appointed to the School of Public Health. This academic position may be of particular interest to a scientist working on problems of exposure assessment in epidemiology, but occupational hygienists with research interests in any field are encouraged to apply. The Occupational and Environmental Health Program has a primary focus in research and education and also provides clinical training and service in occupational medicine.

The successful candidate will have a strong mandate to develop and lead research in their areas of expertise while working collaboratively with members of the Program and of the School of Public Health, particularly in biostatistics, as well as with other Divisions within the Department of Medicine, other Departments within the Faculty of Medicine and Dentistry and with the wider community. The Program has an extensive research profile with funding to carry out etiological, intervention and applied research. Interests of the current faculty include the epidemiology of working related injury and illness, biomarkers of exposure and disease, gene-environment interactions, environmental epidemiology, nanotechnology and global health. The person appointed will also be expected to supervise graduate research students and post-doctoral fellows. Teaching will be largely through the environmental and occupational health stream in the School of Public Health and with occupational medicine residents.

Candidates must have a PhD and a strong, internationally recognised, record of research and publication as principal investigator. The tenure-track position may be at the Assistant, Associate or Full Professor rank, depending on the qualifications and experience.

The University of Alberta is one of the top 100 teaching and research universities in the world serving 37,000 students with more than 13,000 faculty and staff. Founded a century ago, the University has an annual budget in excess of $1.4 billion and attracts more than $300 million in external funding. The University offers close to 400 undergraduate and graduate programs in 18 faculties. Edmonton, with a growing population of over one million, is the cosmopolitan capital of Alberta. With an abundance of services, beautiful river valley, community activities and attractive living accommodations, this energetic city has something for everyone.

Applications should include curriculum vitae, a letter of application and the names and addresses of three referees. Applications will begin to be considered immediately and will continue until the position is filled.

Further information about the Program and the expectations of this position can be obtained from Nicola Cherry (ncherry@ualberta.ca).

Interested applicants may apply online at: www.careers.ualberta.ca/Competition/A100612723

All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

Alberta's TOP 50 EMPLOYERS 2010

# CAREERS CARRIÈRES

## Faculty Positions at Grenfell Campus

MEMORIAL UNIVERSITY

Grenfell is a small (1300 student) liberal arts and science campus of Memorial University of Newfoundland. Our emphasis is on a small-class environment and teaching excellence in distinctive single, multi- and interdisciplinary programs with four-year Bachelor's degrees in Arts, Fine Arts, Science, and Nursing. We are currently working to increase enrolments, build new degree programs, acquire new infrastructure and enhance our research profile and activities.

The campus is located in Corner Brook (population 22,000), a safe and friendly city with excellent recreation and cultural facilities, situated in an area of great natural beauty. The city is some 80 kilometers from Gros Morne National Park, a UNESCO World Heritage Site and is 10 kilometers from Marble Mountain, one of Eastern Canada's premier downhill ski resorts.

We are presently seeking candidates who are, or who show promise to be, exceptional teachers and scholars and who will become engaged in our community. Teaching experience at the university level is preferred. All positions are subject to budgetary approval.

**Tenure Track Positions at the rank of Assistant Professor** commencing August 1, 2011.

A completed earned doctorate is required for the appointee to receive the rank of Assistant Professor and to be in a tenure-track position. If a successful candidate has not completed an earned doctorate, he or she shall be appointed to a regular term, non-renewable three-year appointment at the rank of Assistant Professor. If the candidate completes all the requirements for the doctorate during the first 24 months of his or her term appointment, he or she shall begin a tenure-track appointment following completion of the requirements of the degree.

**Biology** VPA GRSC 2010-002
The successful candidate will have a Ph.D. in plant biology, with expertise in any of the following: taxonomy, physiology, genetics, biogeography, ecology, or related specializations. Teaching responsibilities include introductory botany, flowering plant taxonomy, and other courses in support of the Environmental Science and General Science programs (www.swgc.mun.ca/envs and www.swgc.mun.ca/science). Scientists from both provincial and federal agencies are located on campus or in the immediate vicinity of Corner Brook offering local opportunities for research collaboration. Experience with herbarium collections would be an asset.

**Biology** VPA GRSC 2010-003
We seek applicants with a Ph.D. in biology or environmental science with research expertise, preferably within a boreal setting, in wildlife biology or related areas which complement that of current faculty in the program. Scientists from both provincial and federal agencies are located on campus or in the immediate vicinity of Corner Brook offering local opportunities for research collaboration. The successful candidate will be expected to teach established courses including introductory biology and vertebrate biology, as well as to develop upper-level courses suited to our Environmental Science and General Science programs (www.swgc.mun.ca/envs and www.swgc.mun.ca/science).

**English** VPA GRAR 2010-001
The successful candidate will have completed a Ph.D. in English Literature. Expertise in one or more of the following areas is desirable: English Literature before 1800, Creative Writing, Newfoundland Literature, Canadian Literature, and Literary Theory. The successful candidate should have both teaching experience and a strong record of research and publication. He or she will be required to teach first-year courses, core courses, and upper-year courses in English Language and Literature.

**Political Science** VPA GRSS 2010-005
Candidates must have demonstrated teaching and research success. Areas of specialization are open but must include a combination of federalism, Canadian institutions, Canadian political economy, provincial politics and public administration. A demonstrated research background is required and preference will be given to those with the ability to teach graduate as well as undergraduate courses. Interest in researching and teaching environmental issues would be an asset.

**Theatre (Acting)** VPA GRFA 2009-001 & VPA GRFA 2010-001
The successful candidates will possess an MFA (Theatre) degree, or the equivalent combination of professional experience, education and training. The successful candidates must demonstrate a breadth of significant professional theatrical experience in directing as well as teaching experience at the undergraduate level. The teaching responsibilities will include teaching of acting courses across the four years of an undergraduate (BFA) theatre program and directing program productions. The ability to teach one or more of the following would be an asset: first year course in Theatre History, Voice and/or Movement. The successful candidates must also demonstrate the ability to contribute to the growth and development of the Theatre Program, forge links with other programs and participate in academic service. The candidates must also possess the potential for significant research/creative activity and growth. Documentation of work should be submitted along with the curriculum vitae, teaching dossier and three references.

**Visual Arts (Studio)** VPA GRSC 2009-002
The successful candidate will possess an MFA degree, or the equivalent combination of professional experience, education and training. The successful candidate will have strong skills in painting and abilities across a wide range of media including drawing. Flexibility in teaching range is required. Undergraduate teaching experience, working knowledge of traditional methods, contemporary issues and practices and safe studio practices are essential. The teaching responsibilities currently include foundation studio, painting, and fourth year independent project supervision. The successful candidate must demonstrate the ability to contribute to the growth and development of the Visual Arts Program and contribute to university life through academic service. The candidate must also possess the potential for significant research/creative activity and growth.

**Contractual Positions** commencing August 1, 2011 and ending July 31, 2014.

A PhD and teaching experience at the university level is preferred for these positions. Candidates are asked to identify areas of research interest and activity in their letters of application. As well a curriculum vitae and teaching dossier should be submitted.

**Business** VPA GRSS 2010-003
This position will support an undergraduate degree program in business administration that offers concentrations in Contemporary Business Studies and Small Business and Entrepreneurship. Preference may be given to candidates with experience in quantitative-based courses such as Accounting, Financial Management, and Operations Management; however, applicants with other areas of expertise are also encouraged to apply. Candidates should also be prepared to teach Introduction to Business. Additional areas of expertise in Strategy or Information Systems would be an asset. For further program information, please visit us online at www.swgc.mun.ca/business. An MBA or Master's degree in a relevant field is the minimal credential accepted and preference will be given to candidates who also possess a relevant Ph.D. designation.

**Humanities** VPA GRAR 2010-002
The Candidate will have the ability to teach Philosophy courses and will preferably hold a Ph.D. in a Humanities discipline (e.g., Philosophy, Religious Studies, English, History, French, Classics).

**Contractual Positions** commencing August 15, 2011 and ending April 30, 2012.

**English**
The successful applicant will have at least an M.A. in English Literature (Ph.D. preferred), with expertise in Modern and Contemporary Drama. The successful candidate should have teaching experience at the university level. He or she will be required to teach first-year courses in English Language and Literature and courses in Dramatic Literature.

**Mathematics**
The Division of Science is seeking an individual with the ability to teach a variety of undergraduate mathematics courses, primarily at the first and second year level. This position supports an interdisciplinary programme in General Science and a minor in mathematics. The ideal candidate will hold a PhD in mathematics and have teaching experience. Please visit www.swgc.mun.ca/science for more information on the General Science program and our course offerings in mathematics.

**Physical/Inorganic Chemistry**
The successful applicant will teach Atmospheric Chemistry (ENVS 3261) as well as a selection of undergraduate courses drawn from the following list: Introductory Chemistry (CHEM 1810, 1200, 1001 and/or 1050), Introductory Physical Chemistry (CHEM 2300), and Inorganic Chemistry (CHEM 2210). The latter two courses require supervision of a laboratory. In addition, the candidate may be required to participate in the 4th year seminar course. A Ph.D. in Physical/Inorganic Chemistry is required. Post-doctoral research and/or teaching experience will be an asset. Please visit www.swgc.mun.ca/envs for more information on the Environmental Science program and our course offerings.

For details about these positions and application procedures, visit our website: **www.swgc.mun.ca**

Deadline for receipt of applications is **January 31, 2011**. A letter of application (which includes information on areas of research interest and activity) along with a curriculum vitae, teaching dossier, and the names of three references should be sent in electronic and/or hard copy form to: **The Vice-Principal, Grenfell Campus, Memorial University of Newfoundland, Corner Brook, NL A2H 6P9**
Phone: (709) 637-6231, Fax: (709) 637-6218; Email vice-principal@swgc.mun.ca

*All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.*

and practice in three areas: Individuals, Families and Groups; Community, Policy, Planning and Organizations; and an Aboriginal Field of Study. The PhD program in Social Work prepares students for leadership roles in education, research and specialized areas of practice. Appointees will be expected to teach and supervise research at the master's and doctoral levels. We are looking for qualified candidates with research and practice expertise in intersecting diversities and the dynamics of oppression and marginalization in the field of social work. One of the candidates must be able to teach courses in the Individuals, Families and Groups field of our MSW program and the other qualified candidate must be able to teach courses in the Community, Policy, Planning and Organizations field. Both positions require a strong background in social work practice and teaching. We are seeking candidates with demonstrated competency in teaching and who can contribute to the scholarly activity of the faculty through a developing publication record and a program of research. Appointments for these positions will commence July 1, 2011 at rank and salary commensurate with qualifications and experience. The positions are subject to budgetary approval. Wilfrid Laurier University is committed to employment equity and values diversity. We welcome applications from qualified women and men, including persons of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Members of the designated groups must self-identify to be considered for employment equity. Candidates may self-identify, in confidence, to the Acting Dean of the Faculty of Social Work Dr. Susan Cadell. Further information on the equity policy can be found at https://www.wlu.ca/page.php?grp_id=2465&p=10545. For questions about the position, please contact Dr. Shoshana Pollack, at spollack@wlu.ca. Applicants should submit evidence of teaching excellence (such as evaluations and/or a dossier); a 1 - 2 page statement of teaching and research interests; full curriculum vitae; sample of recent publications; and the names and contact information for three professional referees by January 10, 2011 to: Chair of Appointments and Promotions Committee, c/o Melanie Whitwell, Lyle S. Hallman Faculty of Social Work, Wilfrid Laurier University, 120 Duke Street W, Kitchener, ON, N2H 3W8.

■ **SOCIOLOGY — Saint Mary's University.** The Department of Sociology & Criminology at Saint Mary's University invites applications for a tenure track appointment at the Assistant Professor level in Sociology to begin July 1, 2011, subject to final budgetary approval. The Department particularly seeks scholars with teaching and research expertise in one or more of the following areas: Social Inequality & Human Rights; Violence & the State, Surveillance, Social Justice, and Human Security. Candidates should have a PhD or be very near completion. In addition, they must be able to teach a selection of the following courses in the core undergraduate program of the Department: Principles of Social Theory, Introduction to Criminology, Qualitative Methods, Social Power Relations. We encourage applicants to consult faculty web pages to determine how, as potential hires, candidates might enrich or expand the Department's intellectual community, and its strong commitment to critical feminist and anti-oppressive teaching and research. Saint Mary's University and our Department are also committed to serving the local, regional, national, and international communities, and integrating such activity as part of the learning environment for undergraduate and graduate students. Applicants are asked to submit a curriculum vitae, teaching portfolio, an example of recently published work, and the names, addresses and contact information for three referees. Application packages should be sent directly to the Department Chair Dr. Evangelia Tastsoglou, Chair, Department of Sociology and Criminology, Saint Mary's University, Halifax, NS, B3H3C3. Review of applications will begin on January 14, 2011. However, the position will remain open until filled. Early applications are encouraged. Applicants are responsible for ensuring that their files are complete. Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity.

■ **SOCIOLOGY & CRIMINOLOGY (LECTURER) — Saint Mary's University.** The Department of Sociology and Criminology at Saint Mary's University invites applications for a Lecturer position, commencing July 1, 2011. The position involves a three-year limited term appointment with the possibility of conversion into a permanent one, as per SMU Faculty Union's Collective Agreement (section 10.1.26) at http://www.smu.ca/administration/hr/collective.html. The Department offers undergraduate Degrees in Sociology and Criminology as well as a Master of Arts Degree in Criminology. The successful candidate will teach courses primarily at the 1000- and 2000-levels, dependent on Departmental needs. We seek candidates who excel in, and exhibit a deep commitment to, undergraduate teaching in introductory level classes. The teaching load associated with this position consists of eight one-term courses during the academic year and two one-term courses in the summer sessions. In terms of service responsibilities, the successful candidate will be primarily responsible for undergraduate student advising, outreach and promotion of the Department's programs. Candidates should have, at minimum, a demonstrated aptitude for teaching university students, and a master's degree, or considerable work toward a doctoral degree. The lecturer-stream position is new to Saint Mary's. Rather than engaging in research, lecturer-stream faculty are expected to engage in scholarship that enhances teaching and service. Applicants should apply with interest in a teaching-centered career and the understanding that this lecturer-stream post cannot be converted into a research-oriented, tenure-track position. Applicants are asked to submit a covering letter highlighting the congruence between their career aspirations and the nature of the Lecturer position, a curriculum vitae, a teaching portfolio including a statement of teaching philosophy, article reprints and/or any other documentation demonstrating dedication to teaching excellence as well as the names, addresses and contact information for at least three referees who are in a position to describe the candidate's suitability for this Lecturership.

# CAREERS CARRIÈRES

Application packages should be sent directly to: Dr. Evangelia Tastsoglou, Chairperson, Department of Sociology and Criminology, Saint Mary's University, Halifax, Nova Scotia, B3H3C3. Applicants are responsible for ensuring that their files are complete. Closing date: The committee will begin reviewing applications on January 14, 2011. (Early application is encouraged. However, the position will remain open until filled). Saint Mary's University is committed to serving the local, regional, national, and international communities, and integrating such activity into the learning environment for undergraduate and graduate students. Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is also committed to principles of employment equity.

■ **SOCIOLOGY & LEGAL STUDIES — University of Waterloo.** Applications are being accepted for a tenure-track position at the Assistant Professor level in the Department of Sociology and Legal Studies beginning on or after July 1, 2011. The successful candidate must have a PhD in Sociology and an actively developing research program with emphasis on work and technology. The candidate should be capable of teaching courses in survey methodology. Duties include research, teaching at undergraduate and graduate levels, and supervising graduate students. Salary range commensurate with qualifications and experience. The closing date for applications is December 31, 2010. Send curriculum vitae and arrange for three letters of reference to be sent to: Professor Rick Helmes-Hayes, Chair, Department of Sociology and Legal Studies, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **STATISTICS & ACTUARIAL SCIENCE (ACTUARIAL SCIENCE) — University of Waterloo.** Statistics and Actuarial Science at the University of Waterloo (UW) invites applications for a tenure-track position as an Assistant Professor in Actuarial Science. Candidates must have a PhD in an area of the mathematical, statistical or actuarial sciences, and research interests in actuarial science. Professional actuarial qualifications and experience, although not strictly necessary, would be a distinct asset. Departmental strengths in the actuarial science group cover a wide range of topics including probabilistic and statistical modelling in risk theory, insurance, pensions, solvency management, and stochastic models in finance. Additional opportunities for collaboration at UW can occur through the Waterloo Research Institute in Insurance, Securities, and Quantitative Finance (WatRISQ). Applicants must have proven ability in or potential for research, as well as good teaching and communication skills. Duties include undergraduate and graduate teaching, and the development of an independent research program. The salary offered will be commensurate with qualifications and experience. The closing date for applications is December 31, 2010. Please submit a curriculum vitae, and arrange for at least three letters of reference to be sent directly to: Professor David E. Matthews, Chair, Statistics and Actuarial Science, University of Waterloo, Waterloo, ON, N2L 3G1, Canada. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **STATISTICS & ACTUARIAL SCIENCE (STATISTICS) — University of Waterloo.** Statistics and Actuarial Science at the University of Waterloo (UW) invites applications for a tenure-track appointment as a Assistant Professor in statistics. Applicants should have a PhD in statistics, computer science or a closely related discipline, with a proven ability in or potential for research in some aspect of modern computational statistics, such as statistical programming environments, data reduction, analysis and visualization, simulation and bootstrapping, statistical learning, data-mining, or computer experimentation. Good teaching and communication skills are also essential. Duties will include undergraduate and graduate teaching, and the development of an independent research program. The salary offered will be commensurate with qualifications and experience. The closing date for applications is December 31, 2010. The Department at UW is one of the leading academic units for statistical and actuarial sciences in the world, with more than 40 full-time faculty and nearly 150 graduate students. Departmental strengths in statistics cover a wide range of topics, including statistical learning, the analysis of longitudinal and life history data, cluster-randomized studies, data mining and visualization, missing data, survey methods, clinical trials, computational methods, quality improvement, and interdisciplinary collaborative work. Please submit a curriculum vitae, and arrange for at least three letters of reference to be sent directly to: Professor David E. Matthews, Chair, Statistics and Actuarial Science, University of Waterloo, Waterloo, ON, N2L 3G1, Canada. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **STATISTICS & ACTUARIAL SCIENCE (SURVEY SAMPLING) — University of Waterloo.** Statistics and Actuarial Science at the University of Waterloo (UW) invites applications for a tenured appointment as a Full Professor in Survey Sampling. The successful candidate will be a visionary leader, internationally recognized as a leading statistical scientist, and have an established record of scholarship. He or she will be expected to play a leadership role in the Department and UW through dissemination of research, graduate student supervision, and active involvement in the International Tobacco Control project led by Professor Geoffrey Fong of Psychology. The Department at UW is one of the leading academic units for statistical and actuarial sciences in the world, with more than 40 full-time faculty and nearly 150 graduate

RYERSON UNIVERSITY

Located in the heart of Toronto, the largest and most culturally diverse city in the country, Ryerson University is committed to diversity, equity and inclusion. The University is known for innovative programs built on the integration of theoretical and practically oriented learning. Our undergraduate and graduate programs are distinguished by a professionally focused curriculum and strong emphasis on excellence in teaching, research and creative activities. Ryerson is also a leader in adult learning, with the largest university-based continuing education school in Canada.

**SCHOOL OF NUTRITION**
TENURE-TRACK POSITIONS

The Mission of the School of Nutrition is to foster a diverse learning environment informed by our engagement in research and scholarship that prepares Nutrition and Food undergraduate and graduate students for professional careers, reflective practice and responsible citizenship. The School has a reputation for excellence, maintaining an environment that embraces diversity, encourages scholarly inquiry, values human experience, and promotes social justice. Our undergraduate and graduate programs blend theory and practice to prepare graduates for private- and public-sector opportunities that will enhance the quality of life for individuals, families and communities. Our undergraduate (B.A.Sc.) program curriculum uses an integrative and interdisciplinary approach and focuses on nutrition, food systems and science, communications, and research methods. Our 12-month Master of Health Science (M.H.Sc.) graduate program in Nutrition Communication enables students to develop advanced understandings of communication and behaviour change theories, and translate and communicate scholarly nutrition and food knowledge to diverse audiences using interpersonal skills and mass communication media.

We invite applications for two tenure-track positions, as Assistant Professors, to commence July 1, 2011, subject to budgetary approval.

For the first position, candidates must have completed a doctoral degree in a health and/or communication-related discipline with at least one degree earned in Nutrition or Food Studies. We are seeking candidates who have a strong record of scholarship and expertise in health communication or a related area, and can provide leadership in the areas of risk communication, inter-professional education, knowledge translation and/or new media applications. A Registered Dietitian and/or Certified Exercise Physiologist status is an asset.

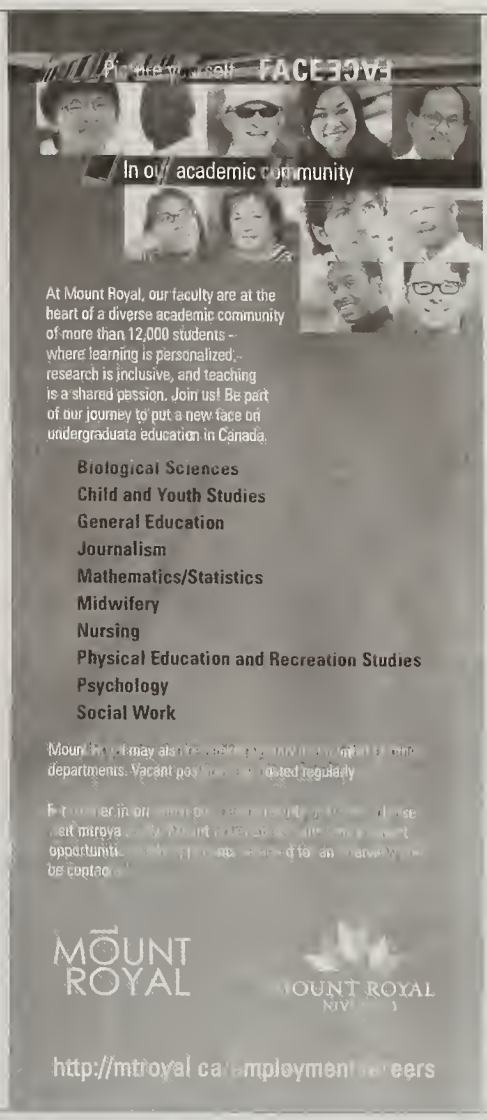
For the second position, we are seeking candidates with an interest in sustainable food systems management. Candidates must have completed a doctoral degree, preferably in a health, nutrition, food science or food studies-related discipline, and strong records of teaching, scholarship and expertise in whole systems approaches to food production, processing, distribution and service. Potential teaching areas/courses include food systems management, nutrition/health policy, public health nutrition, consumer behaviour and economics, and research methods.

We are seeking candidates who have an interest in working collaboratively in and with socially, culturally and economically diverse communities, have a commitment to innovative baccalaureate and graduate-level teaching as well as a well defined research agenda through which to maintain ongoing externally funded research related to the School's mission, and welcome participation in University and professional service activities.

Applicants should submit a letter of application outlining academic experience, a curriculum vitae, a description of research and teaching interests, and the names of three references (only referees of short-lisred candidates will be contacted), by January 21, 2011, to: Cecilia Rocha, PhD, Interim Director, School of Nutrition, Ryerson University, 350 Victoria Street, Toronto, Ontario, M5B 2K3.

These positions fall under the jurisdiction of the Ryerson Faculty Association (http://www.ryerson.ca/~rfa/). The Ryerson Faculty Association (RFA) collective agreement and a summary of RFA benefits can be viewed at http://www.ryerson.ca/teaching/employment_resources/rfa.html and http://www.ryerson.ca/hr/working/etoolkit/benefits/rfa/ respectively.

Ryerson University has an employment equity program and encourages applications from all qualified individuals, including Aboriginal peoples, persons with disabilities, members of visible minorities and women. Members of designated groups are encouraged to self-identify. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.


FACEBOOK
In our academic community
At Mount Royal, our faculty are at the heart of a diverse academic community of more than 12,000 students – where learning is personalized, research is inclusive, and teaching is a shared passion. Join us! Be part of our journey to put a new face on undergraduate education in Canada.
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Child and Youth Studies
General Education
Journalism
Mathematics/Statistics
Midwifery
Nursing
Physical Education and Recreation Studies
Psychology
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BRANDON UNIVERSITY
Founded 1899

*"Something Special"*

## Student Services
## Learning Skills Specialist

Brandon University is a leader in providing high quality education to over 3,500 full- and part-time students in arts, sciences, education, music, and health studies. Based in southwestern Manitoba, Brandon University also offers pre-professional and Masters programs, as well as innovative and award-winning outreach programs in a personalized learning environment.

Brandon University invites applications for a full-time, probationary (tenure-track) appointment as a Learning Skills Specialist. The incumbent will provide learning skills programming in writing and pre-writing strategies with an emphasis on English as an Additional Language. Duties include the development, implementation, evaluation and revision of programming to meet the learning skills needs of individual students and groups of students. The ability to collaborate and work effectively as a member of a team of Student Services professionals is essential. Experience in delivering programs that increase the success of international, aboriginal and at-risk learners in a post-secondary context is an asset. The successful candidate may have the opportunity to teach for-credit transition to university courses and participate in curricular design.

**Qualifications:** Applicants must hold a minimum of a Master's degree in a relevant discipline and demonstrate expertise in the field of learning assistance.

**Application Deadline:** January 31, 2011 or until position is filled.

**Start Date:** July 1, 2011 or upon availability of successful candidate.

**Rank and Salary:** Professional Associate, rank and salary commensurate with qualifications and experience.

Applicants should submit a curriculum vitae, transcripts and the names and addresses of three references.

*We thank all applicants for their interest and effort in applying for this position and advise that only candidates selected for interviews will be contacted. Short listed candidates will be expected to provide copies of credentials at time of interview. All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority.*

***Contact:***
Mr. David Rowland
Dean of Students
Brandon University
270-18th Street
Brandon, Manitoba
Canada R7A 6A9
E-mail: rowlandd@brandonu.ca
Phone: (204) 727-9635
Fax: (204) 725-2143

For more information visit:
***www.brandonu.ca***

# CAREERS CARRIÈRES

## University Librarian

**Brandon University is a leader in providing high quality education to over 3,500 full- and part-time students in arts, sciences, education, music, and health studies. Based in southwestern Manitoba, Brandon University also offers pre-professional and Masters programs, as well as innovative and award-winning outreach programs in a personalized learning environment.**

BRANDON UNIVERSITY
Founded 1899

*"Something Special"*

The new University Librarian will be an experienced and dynamic leader. His/her commitment to the modern university library as a student-centered research environment with a crucial role to play in student retention will inspire professional librarians and library staff to deliver an excellent educational experience to students. She/he will promote innovation in all aspects of the library's key functions. The University Librarian will strengthen the additional key role of the library in supporting faculty and graduate student research. The successful candidate will continue to raise the profile of the library within the university and with external constituencies. She/he will support and sustain the existing cohesive, collegial and dynamic work environment. Reporting to the Vice-President (Academic and Research), the University Librarian serves as a member of the senior administrative team, is a member of the Senate and the President's Administrative Council. The ideal candidate will be a respected professional librarian eligible for a senior, tenured appointment.

**Qualifications:** An MLS/MLIS or equivalent is required (Ph.D. preferred) and at least 5 years relevant experience.

**Application Deadline:** January 31st, 2011 or until position is filled.

**Start Date:** July 1st, 2011 or upon the availability of the successful candidate.

**Term of Appointment:** Five years (renewable).

**Salary:** Commensurate with qualifications and experience.

Please send a letter of application, a CV and the names/addresses of three references.

*We thank all applicants for their interest and effort in applying for this position and advise that only candidates selected for interviews will be contacted. Short listed candidates will be expected to provide copies of credentials at time of interview. All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority.*

**Contact:**
Dr. Scott Grills
Vice-President
(Academic & Research)
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270-18th Street
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Canada R7A 6A9
E-mail: vp_ar@brandonu.ca
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Fax (204) 728-7340

For more information visit:
**www.brandonu.ca**

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students. Departmental strengths in statistics cover a wide range of topics, including statistical learning, the analysis of longitudinal and life history data, cluster-randomized studies, data mining and visualization, missing data, survey methods, clinical trials, computational methods, quality improvement, and interdisciplinary collaborative work. Interested candidates with a strong track record in research, graduate student supervision, and leadership are encouraged to apply for this senior position. Applicants should have a PhD in Statistics or a closely related discipline. The salary offered will be commensurate with qualifications and experience. The closing date for applications is December 31, 2010, although the search will continue until a suitable candidate has been identified. Please submit a curriculum vitae, and arrange for at least three letters of reference to be sent directly to Professor David E. Matthews, Chair, Statistics and Actuarial Science, University of Waterloo, Waterloo, ON, N2L 3G1, Canada. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **STRUCTURAL ENGINEERING (MATERIALS/CONSTRUCTION) — University of Waterloo.** The Department of Civil and Environmental Engineering at the University of Waterloo invites applications from outstanding individuals for a tenure-track position at the assistant, associate, or full professor rank in structural engineering, building systems or construction. Applicants should have expertise in one or more of the following research areas: conceptual design of structural systems, construction engineering, structural health monitoring, modern materials, or modelling. Applicants with industrial experience are especially encouraged to apply. Applicants must have potential or proven ability to develop an internationally recognized research program, must have excellent communication skills, and must have a strong commitment to teaching at the graduate and undergraduate levels in such areas as structural design, building systems, construction and materials. The successful applicant is expected to have an engineering license for practice in Canada or to apply for an engineering license with the Professional Engineers of Ontario within five years. Salary will be commensurate with qualifications and experience. In accordance with Canadian immigration policy, Canadian citizens or landed immigrants who meet the qualifications will be given priority for appointment. The University of Waterloo encourages applications from all qualified women and men, members of visible minorities, native peoples and persons with disabilities. Interested applicants are invited to submit their full curriculum vitae, a concise teaching and research vision statement, and the names and full contact information of at least three references to: Professor Neil R. Thomson, Chair, Department of Civil and Environmental Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1; Email: neil.thomson@uwaterloo.ca. Applications will be considered until the position is filled

## T

■ **THEATRE ARTS — Thorneloe College (Laurentian University).** The Theatre Arts Program at Thorneloe University (federated with Laurentian University) invites applications for a 10-month limited-term sabbatical replacement at the rank of Lecturer or Assistant Professor of Theatre Arts, beginning August 1, 2011. The position is subject to budgetary approval. The department offers a certificate, a 3 yr BA, a 4 yr Honours BA and a 4 yr BFA degree. The successful candidate will have a PhD in Theatre or be ABD and close to completion. The successful applicant will teach theatre history, Canadian theatre, script analysis and dramaturgy. As well as teaching, an opportunity to direct a mainstage production is possible. Applicants should send a letter of application, a curriculum vitae, teaching evaluations (if available), and arrange for three letters of reference to be sent, to: Dr Ian Maclennan, Chair, Theatre Arts Department, Thorneloe University, Ramsey Lake Road, Sudbury, ON, P3E 2C6; E-mail: imaclennan@laurentian.ca The review of applications will begin on 31 January 2011 and continue until the position is filled.

■ **TOURISM & HOSPITALITY MANAGEMENT — Mount Saint Vincent University.** Tenure-Track appointment in Tourism & Hospitality Management at Mount Saint Vincent University please visit our website http://www.msvu.ca/en/home/aboutus/careers/currentopenings/Full-timeAcademic_ positions/default.aspx or see the display ad in current Bulletin

## V

■ **VISUAL ARTS — University of Ottawa.** The Department of Visual Arts of the University of Ottawa announces the opening of a full-time, tenure-track position in Studio Media Arts at the rank of Assistant Professor. The Department offers a Master of Fine Arts, Bachelor of Fine Arts and Bachelor of Arts with Major in Visual Arts, programs that are committed to both studio practice and theory, as well as a Major in History and Theory of Art. The candidate should be actively engaged in a media art practice and demonstrate a clear understanding of the significant role of media art within the field of contemporary visual art. Successful candidates will have a background in interactivity as well as the moving image. They will have a knowledge of relevant technology and software including an understanding of analogue as well as digital technology. Additional background in sound, sculpture, computer programming, performance or emerging/hybrid forms is an asset. Teaching ability is required at all levels of the undergraduate and graduate programs with a commitment to creating a critical and experimental teaching environment. Qualifications: 1. MFA or equivalent; 2. Extensive commitment to media art practice and an active and recognized practice with an exhibition record beyond the local and regional level; 3. Strong knowledge of contemporary art issues and theory and fluency with media art practice; 4. Ability to engage in curriculum development, administrative tasks and cross- disciplinary development; 5. Ability to teach in a bilingual setting (French-English) at the time of hiring; 6. Teaching experience at the post-secondary level. The salary is determined according to the Collective Agreement of the University of Ottawa. Start date: July 1, 2011 Deadline for applications: January 7th, 2011 All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Equity is a University of Ottawa policy; men, Aboriginal peoples, members of visible minorities and persons with disabilities are encouraged to apply. To apply, please submit detailed curriculum vitae, visual documentation of your art production (20 images, up to 10 minutes of video clips or other relevant material; 10 images of your students' work, on CD or DVD; thumbnail print outs of the work represented), significant reviews or articles relating to your work, examples of teaching dossiers with course outlines and student evaluations. Three confidential letters of recommendation should also be sent directly to the Chair of the Department: Chair, Department of Visual Arts, University of Ottawa, 100 Laurier Avenue East, Ottawa, Ontario, K1N 6N5. For more information, please contact us by e-mail: fmearts@uottawa.ca or by phone at (613) 562-5868.

## W

■ **WOMEN'S STUDIES — University of Western Ontario.** The Department of Women's Studies and Feminist Research at Western invites applications from both Canadian and international candidates for a Tier II Canada Research Chair (CRC) in the area of Global Women's Issues, at the rank of probationary (tenure-track) Assistant or tenured Associate Professor, as qualifications and experience warrant, starting January 1, 2012 or later. Appointment is conditional on the selected candidate being awarded a CRC. The candidate will hold a PhD (obtained within the last ten years), and will be an outstanding emerging scholar who has demonstrated innovation with the potential to achieve international recognition within five to ten years. The candidate must propose an original research program that will attract external funding and excellent graduate students. For detailed information about the CRC Program see: http://www.chairs-chaires.gc.ca/. We seek a scholar who works from a primarily social science perspective within the interdisciplinary approaches and methodologies appropriate to women's studies and feminist research. Possible areas of specialization: gender and development; feminist postcolonial studies; health, gender and globalization; political/social/economic inequality; women and work. The ideal candidate will mobilize established strengths in our department, be well positioned to participate in local, national and international research networks, expected to establish a competitive research program, and participate in undergraduate and graduate teaching and supervision. For information about the Department, see: http://www.uwo.ca/womens/. Review of applications begins on February 1, 2011 and will continue until the position is filled. Submit in hard copy: a covering letter and curriculum vitae, up to three refereed publications; a teaching dossier; the names, addresses, email addresses, and phone numbers of three referees; a description of a 5–7 year research plan; and a statement explaining how your background, experience and research accomplishments qualify you for this position. Send package to: Dr. Tracy Isaacs, Chair, Department of Women's Studies and Feminist Research, Somerville House 2319, The University of Western Ontario, London, Ontario, N6A 3K7, Canada. Positions are subject to budgetary approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, Aboriginal people and persons with disabilities.

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RYERSON UNIVERSITY

# SHAPING the GLOBAL LEADERS of Tomorrow

Located in the heart of Toronto, the largest and most culturally diverse city in the country, Ryerson University is committed to diversity, equity and inclusion. The University is known for innovative programs built on the integration of theoretical and practically oriented learning. Our undergraduate and graduate programs are distinguished by a professionally focused curriculum and strong emphasis on excellence in teaching, research and creative activities. Ryerson is also a leader in adult learning, with the largest university-based continuing education school in Canada.

The Ted Rogers School of Management at Ryerson University offers distinctive Bachelor of Commerce (BComm) degrees in four schools – Business Management, Hospitality and Tourism Management, Information Technology Management, and Retail Management, as well as graduate (MBA and MMSc) degrees. Our Bay Street location in downtown Toronto's diverse business community reinforces our strong links to the heart of corporate Canada. With an emphasis on relevant curriculum and excellence in teaching and research, our Schools continue to demonstrate their commitment to innovation and program quality by combining academic rigour with real-world learning. To learn more about our Schools, please visit www.ryerson.ca/tedrogersschool.

*Ryerson University has an employment equity program and encourages applications from all qualified individuals, including Aboriginal peoples, persons with disabilities, members of visible minorities and women. Members of designated groups are encouraged to self-identify. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.*

**Tenure-Stream Faculty Positions**

- Accounting
- Global Management Studies
- Marketing
- Retail Management
- Other disciplines and interdisciplinary positions

All positions are subject to budgetary approval. For a detailed position description, including information on how to apply, please visit www.ryerson.ca/jobs/

ryerson.ca/tedrogersschool

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## ACCOMMODATIONS

■ **OTTAWA, ONTARIO (FURNISHED WINTER RENTAL)** — Historic but fully renovated, three story semi-detached: 4 bedrooms, 3 bath, open concept third floor with ensuite, high ceilings, spacious, crown moldings and French pocket doors; real fireplace. Very centrally located for stores, schools, or bus stops in prestigious area near Rideau Canal. For period December 15th- May 15th, 2011; $1950 plus utilities. Owned by two Carleton professors on sabbatical. see: www.wardmin.net/percy. Contact: pwalton@rogers.com or call (613) 234-6427.

## WANTED

■ **AUTHORS — Join the online digital revolution writing interactive textbooks.** Financial safeguards for authors. More information at http://www.amelox.com/jobs.htm.

# TENURE-TRACK FACULTY POSITIONS - MOUNT SAINT VINCENT UNIVERSITY

Inspired by a strong tradition of social responsibility and an enduring commitment to the advancement of women, Mount Saint Vincent University promotes academic excellence and the pursuit of knowledge through scholarship, teaching, and intellectual endeavour of the highest quality. Recognized as a leader in flexible education, applied research, and a personalized approach to education, Mount Saint Vincent University (the Mount) is nationally recognized among undergraduate universities in Canada for our success in Social Sciences and Humanities Research Council grants and for having one of the lowest student-to-professor ratios. Located on Canada's east coast in Halifax, Nova Scotia, Mount Saint Vincent University attracts outstanding faculty, staff and over 4,000 students from around the world. For more information visit www.msvu.ca.

The Mount is seeking scholars for tenure-track appointments at the Assistant Professor level commencing July 1, 2011 in the areas listed below. Applicants should hold a doctorate in an appropriate field or be near completion of their degree. Evidence of research competency is required. Teaching experience at the university level would be an asset. Workload for all positions includes research, teaching and collegial service. Salary and benefits are in accordance with the Collective Agreement. All positions are subject to final budgetary approval.

**Psychology (1 position)**
The Department of Psychology seeks candidates with expertise in, but not limited to, neuropsychology, language and communication, and/or experimental psychology. The successful candidate will be expected to develop an externally funded program of research that incorporates the training of undergraduate students. Expertise in teaching undergraduate courses at a variety of levels would be an asset.

*Chair: Dr. Elizabeth Bowering (Elizabeth.bowering@msvu.ca)*

**History (1 position)**
The Department of History seeks candidates with expertise in Canadian history. Field of specialization is open. The successful candidate will teach a wide range of courses at the undergraduate level. Expertise in Maritime regional history and/or women's history and the ability to teach a course in Historiography would be an asset.

*Chair: Dr. Adriana Benzaquén (Adriana.benzaquen@msvu.ca)*

**Education (1 position)**
The Faculty of Education seeks candidates with a background and expertise in school psychology. The successful candidate will be expected to teach and provide student supervision in the Master of Arts in School Psychology program, particularly in the areas of therapy and consultation, and to contribute to the Bachelor of Education program. Experience with the integration of technology into curriculum will be an asset. Candidates should be eligible for registration as a psychologist in Nova Scotia.

*Director: Dr. Robert Bérard (education@msvu.ca)*

**Education (1 position)**
The Faculty of Education seeks candidates with expertise in learner assessment and evaluation (K-12). Candidates should have experience both in school and university teaching in the areas of multiple forms of classroom based assessment for learning and standardized measurement and evaluation protocols. The successful candidate will be expected to teach in both the Bachelor of Education and graduate programs. Experience with the integration of technology into curriculum will be an asset.

*Director: Dr. Robert Bérard (education@msvu.ca)*

**Education (1 position)**
The Faculty of Education seeks candidates with expertise in curriculum and instruction (Elementary/Secondary Social Studies or Elementary Science). Candidates should have experience in curriculum instruction and development for either social studies education or science education and a research program in the area of curriculum and instruction for one of these content areas. The successful candidate will be expected to teach in the Bachelor of Education and graduate programs. Experience with the integration of technology into curriculum will be an asset.

*Director: Dr. Robert Bérard (education@msvu.ca)*

**Business and Tourism (2 positions)**
The Department of Business and Tourism seeks candidates with expertise in one or more of the following areas: finance, accounting, management, tourism and hospitality management. Candidates should have a PhD or a DBA, or be near completion. Candidates with expertise in accounting must have a professional accounting designation (CA, CMA, CGA) in good standing. The successful candidates will be expected to be involved in student engagement and service activities.

*Chair: Dr. Peter Mombourquette (peter.mombourquette@msvu.ca)*

**Applied Human Nutrition (1 position)**
The Department of Applied Human Nutrition seeks candidates with expertise in the area of foods, foods and nutrition, or human nutrition. Candidates should be able to effectively teach foods or nutrition courses at the undergraduate and graduate levels. An international and/or systems perspective on foods and nutrition would be an asset. Candidates who are eligible for a full or academic affiliate membership in Dietitians of Canada are particularly welcome.

*Chair: Prof. Daphne Lordly (daphne.lordly@msvu.ca)*

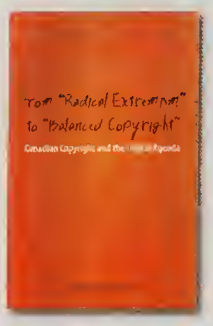
Applications should include a statement of research and teaching interests, curriculum vitae and the names and contact information for three references. Send applications to the appropriate Department Chair or Director by email or mail to their attention to Mount Saint Vincent University, 166 Bedford Highway, Halifax, NS B3M 2J6. Departments will begin considering applications on **January 4, 2011** All positions will remain open until filled.

*Mount Saint Vincent University is committed to the principles of employment equity and encourages applications from all qualified candidates including women, aboriginal persons, visible minorities and persons with disabilities. All qualified candidates are encouraged to apply; however, priority will be given to Canadians and permanent residents.*

# BOOKSHELF
# COIN DES LIVRES

## IN REVIEW

## Reading between the Lines of Bill C-32




**From 'Radical Extremism' to 'Balanced Copyright': Canadian Copyright and the Digital Agenda**

Michael Geist, ed. Toronto, ON: Irwin Law Inc, 2010; 651 pp; ISBN: 978-1-55221-204-2, paper $65 CDN; ISBN: 978-1-55221-206-6, e-book.

By JAY RAHN

THE federal government introduced Bill C-32, the Copyright Modernization Act, in June of this year. Since then, law professor Michael Geist and his students at the University of Ottawa have compiled and edited cogent studies of Bill C-32 by 20 of Canada's leading academic specialists in copyright law. As of this writing, an all-party, parliamentary committee for the review of C-32 has just been announced.

As university teachers, researchers, and librarians, CAUT members should be concerned about what ends up in Bill C-32. For example, according to its current wording, one would have to destroy research material received via an interlibrary loan within five days. As well, it would be an infringement of copyright to circumvent a digital lock on research material in order to make a back-up copy or merely to view it – even if a publication's copyright had already expired.

Indeed, insofar as proposals for funded research are subject to ethics review, one's research might be stalled before it begins, for as the relevant Tri-Council Policy Statement specifies, "ethical approaches cannot preempt the application of the law."

University and college teachers might assume the bill's addition of "education" to the list of fair-dealing exceptions provides a carte-blanche privilege to copy copyrighted works willy-nilly. Indeed, propaganda efforts of lobby groups funded by multinational publishers have already spread this misinformation throughout Canada in op-ed pieces in large-circulation newspapers. However, including education in the list of fair-dealing exceptions merely renders certain uses of copyright material eligible for a six-fold test of fair dealing. Established in a landmark Supreme Court decision of 2004 (CCH v LSUC), this test was applied as recently as last July in a ruling which showed that a fair-dealing exception is not, as the corporate lobbyists would have it, a slam-dunk carte-blanche "exemption."

Notwithstanding the misinformation campaigns of publishers and what some have termed the "copyright-collective industry," which includes staffers and hired-gun lawyers who propose tariffs at the Copyright Board, whether or not Bill C-32 passes in its present form might well be of little direct consequence to teaching at Canadian universities.

Canadian universities already reimburse publishers and their authors/creators through licences and contracts that make periodicals, books and sound recordings accessible to their faculty and students. Also, copying of much non-licensed and non-contracted material arguably would accord with the existing fair-dealing exceptions for research and private study.

Moreover, increasing amounts of valuable material for teaching and research are becoming accessible at no cost through open-access initiatives, Creative Commons licences and universities' individual digital repositories. Indeed, as Margaret Ann Wilkinson argues in a must-read chapter on copyright collectives and contracts, "the copyright environment of Canada is being changed by players other than Parliament."

In particular, these players comprise organizations that license or negotiate various uses of copyright works and several kinds of educational institutions, libraries, museums and archives. As Wilkinson shows, Bill C-32 could affect various kinds of seemingly similar institutions in quite contrasting ways, depending on their status within the Act and, most important, how they respond to it. For instance, because of the ongoing history of Copyright Board tariffs, teachers, students and administrators at private not-for-profit educational institutions could stand to benefit more directly from Bill C-32 than their public not-for-profit counterparts and differently than private for-profit institutions.

In this regard, Wilkinson details how the relationship between rights-holders and users has become increasingly asymmetrical since 1988. As she emphasizes, the Canadian Copyright Act gives a collective (e.g., Access Copyright, formerly CanCopy) more leverage than it gives the users.

Rather than negotiating mano a mano as an equal, a collective-rights society alone has the option of applying to the Copyright

See FROM 'RADICAL EXTREMISM' Page A6 →

## IN REVIEW

## A Field Guide to Academic Life

**Academic Callings: The University We Have Had, Now Have, and Could Have**

Janice Newson & Claire Polster, eds. Toronto, ON: Canadian Scholars' Press Inc, 2010; 264 pp; ISBN: 978-1-55130-369-7, paper $34.95 CDN.

By MATTHEW HAYES

A NEW professor entering academia on the tenure track is usually given plenty of advice. And we need much of it. Indeed, there are a great many books written to help new academics navigate the publishing and research requirements of getting tenure. There are even a few advising budding academics how to "write a lot."

Yet few of the "How To" books young academics will be advised to read have much to say about the development of our profession, or the historical trajectory of the universities in which much of our careers will be housed. *Academic Callings* recounts both and is an important contribution.

On their own, this collection of essays reads like a series of personal stories about the challenges of being an academic over the past five decades. But taken together, they are more than the sum of their parts. The contributors provide a reflection on their personal careers in the academy against the backdrop of the profession's historical trajectory over the last generation.

*Academic Callings* is an echo of the movements that came out of the late 1960s to democratize the university. During the 1960s, the university sector in Canada, as in other advanced industrial countries, expanded significantly, offering many new opportunities for employment, and a variety of different types of academic careers.

This expansion did not merely reproduce the university as it was up until then. It created a new type of university, one which would be open to all social classes, to women, to racialized groups and to aboriginal people in a way that embraced ideals of democratic and autonomous collegial self-governance. Some of the book's contributors started their academic careers in the 1980s and 1990s, and recollect the advancement and continuation of this project amid setbacks and the repositioning then well underway.

The ideals of this period were never fully realized, and the contributors are careful not to romanticize the past. Yet, these ideals shaped a vision for the future development of the university and its relation to society for an entire generation of faculty. One can hardly expect that all members of the professoriat from this generation felt the same way, however, the attempts to democratize the university and society generally were important external references for many embarking on their personal projects as professors.

Today's generation, by contrast, has been trained largely in the absence of such idealist notions of the university. Indeed, many of us have little experience with academic self-governance, and graduate programs place limited emphasis on it when they do not penalize students who may take longer to finish as a result of service to the academic community.

This lack of experience creates new challenges for us in the struggle to preserve the privileges of our profession, now threatened as never before by casualization and the pressures of corporatization. If we are unable to meet these challenges, the university we could have at the end of our careers may be a far cry from the one so central to the project of democratizing complex, globally-integrated and highly technical societies.

*Academic Callings* is a highly readable book. It contains short chapters, divided into five sections, each organized around a theme. Not all readers will be satisfied with the picture the book provides. It's a useful place to start for a sense of the trajectory of our profession, but it is by no means a comprehensive scholarly account. I recommend it especially to PhD students grappling with their own academic callings, to graduate student leaders involved in university governance, and to young scholars who want a quick entry to the lay of the land in our profession.

The book serves as a useful guide, and to that effect fulfills its central purpose: to leave a calling card to the current generation of scholars entering the university. If we want the rewarding personal careers we seek, we must pay collective attention to the conditions that make them possible. ■

Matthew Hayes is an assistant professor of sociology at St. Thomas University in Fredericton.